



**Middlesex University London**

**Annual Review of Equality, Diversity & Inclusion**

**1 July 2024 to 30 June 2025**

**Produced by Human Resource Services**

## **Annual Review of Equality, Diversity, and Inclusion 2024/25**

Human Resource Services, October 2025

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## **Section 1: Executive Summary**

### **1. Introduction**

- 1.1 At Middlesex University we strive to create a fairer world by embedding diversity, inclusion and equality in all that we do. This principle underpins our [University Strategy 2031](#) and is a key theme in our People and Culture Strategy. The University is aware of, and committed to, meeting its obligations under the Equality Act 2010 and the public sector equality duty. We seek to cultivate a safe and inclusive working and learning environment for all staff and students. We believe that cultivating an inclusive workplace where staff, students, customers and stakeholders are treated with dignity and respect is everyone's responsibility.
- 1.2 Our workforce monitoring data forms a part of the information that we collate, monitor and then publish to ensure that equality considerations are embedded within our employment policies and practices. This annual report provides a statistical analysis of data for 1 July 2024 to 30 June 2025 and gives an overview and analysis of the following protected characteristics: age, pregnancy and maternity, race, religion and belief, disability, sex, and sexual orientation.
- 1.3 Our vibrant, global community is a source of inspiration and pride. We view diversity as a strength and value the range of knowledge, skills and experiences that our staff bring to work. Notable successes during the academic year 2024/2025 are highlighted here along with details of key activities planned to further embed equality, diversity and inclusion in 2024/2025 and beyond.

### **2. Progress and key achievements during 2024/25**

- 2.1 Key achievements in respect of diversity include being re-accredited with Disability Confident Leader (Level 3) status, recognising our continued commitment to employing and supporting people with disabilities and long-term health conditions.

2.2 The use of Charters and Awards such as those listed above provides a framework for self-assessment, planning and action. It is this “knowledge into action” process that is important, rather than simply achieving an award. We have currently completed 50% of Athena Swan actions and 37% of actions are ongoing/near completion. It should be noted that when seeking re-accreditation or a higher award significant progress must be demonstrated, and not all actions must be completed. Building on this progress, the University is preparing to submit its Athena Swan application for the Silver Award in July 2026. We have commenced delivering actions in relation to the Race Equality Charter, currently 19% of actions have been completed, and some are ongoing/near completion since accreditation in October 2023, this is important progress against a backdrop of financial challenges and change. We will also undertake our mid-term review with Advance HE in 2026 to assess progress and inform the next phase of action planning.

2.3 The staff diversity networks, with support from the Inclusion and Wellbeing team, identify opportunities and plan key activities around a calendar of national and international awareness days and months, including Black History Month, LGBT+ History month, and Disability History month. The networks carry out several events throughout the year, including socials and training sessions, to raise awareness of important issues and improve visibility of the networks. The networks also support the development of guidance and policy for staff.

2.4 The University has the following staff diversity networks: LGBT+, Disability, Anti-Racism (MDX-ARN), Inter Faith (MDX IFN), Gender, and Parents' and Carers' (PCN). All of the networks have had a successful academic year, running various initiatives to mark key Awareness days and providing informal spaces for staff to interact and engage in peer-to-peer support.

2.5 Network activities this year included:

- Panel on AI and its positive impact on women to mark International Women's Day, organised by the Gender Network
- Communal board of supportive messages in the Quad to mark Trans Awareness Week 2024, organised by the LGBT+ Network
- Coffee morning and virtual film screening from MDX Alumni to mark Neurodiversity Awareness Week 2025, organised by the Disability Network
- Film screenings on Windrush stories and a Mary Seacole documentary to mark Black History Month 2024, organised by the Anti-racism Network
- The Big Iftar event attended by over 100 staff, students and members of the community to mark Ramadan 2025, organised by the Inter Faith Network.
- Exhibition including crafting activities, screen displays and short film screenings to mark Global Day of Parents and an art exhibition to mark Carers Rights Day 2024, organised by the Parents and Carers Network.

**3. University Student and Staff Profile**

3.1 In the academic year 2024/2025, the total number of UK based students was 14,165. 64% of UK students classified themselves as being from a Black, Asian, Minority Ethnic background ('BAME'). In contrast, the total average of UK domiciled students studying in London who declare themselves as 'BAME' is 27% (Advance HE Student Statistical Report 2023<sup>1</sup>). The gender split of our students was 57% female and 42% male, which is similar to the UK student level in HE (national average) of 57.3% female (Advance HE Student Statistical Report 2023). 46% of our full-time students were aged under 21, which is an increase of 12% on last year, while 56% were age 21 or above.

3.2 As of 30 June 2025, the University employed 1296 (headcount inclusive of Middlesex University and MU Services Ltd) staff on core contracts in the UK, which is a decrease of 227. Of these, 754 (58%) describe themselves as female and 542 (42%) as male (Appendix 19). Middlesex University's percentage of female staff is above the reported level of female staff in UK HEI's at 55% (Advance HE Staff Statistical Report 2024). Fewer than 0.06% of staff describe their gender in another way.

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<sup>1</sup> The Advance HE Student statistical report for 2024 is unavailable. All student figures in this report will be benchmarked against the previous years' data.

3.3 There are currently 111 senior managers in the University, inclusive of Professors and the University's Executive Team, which is a decrease of 32 from the previous year. The percentage of females in senior management roles is 47%, which is a decrease of 1% from the previous year.

3.4 The overall percentage of staff from Black, Asian and Minority Ethnic ('BAME') groups increased from 34% in 2024 to 35% in 2025. The representation of 'BAME' staff at Middlesex is higher than the 12.9% of known 'BAME' staff across all HEIs in the UK (Advance HE Staff Statistical Report 2024). The percentage of staff from 'BAME' groups at Senior Manager level at Middlesex increased from 17% to 18% from the previous year. This will continue to be an area of focus for 2025/26 by way of implementing interventions to support the progression of 'BAME' staff through management grades. The learning from undertaking the Athena Swan charter and Race Equality charter will be used in tandem with respect to the progression of 'BAME' staff.

3.5 The percentage of Middlesex staff who declared a disability was 7%, a 1% increase from the last year, which could be the result of encouraging staff to complete the declaration via staff announcements. This remains slightly below the sector average of 7.2% (Advance HE Statistical Report 2024). There will be an ongoing emphasis on encouraging existing and new staff to take advantage of self-declaration of protected characteristics during 2025/26, which can be done through staff self-service on PAFIS. The University undertook the Business Disability Forum's Disability Smart Self-Assessment to evaluate our performance, and we have integrated the feedback into our Disability Confident action plan.

3.6 64.9% of the broader HE sector staff are within the age range of 31 to 55 (Advance HE Statistical Report 2024). At Middlesex, the percentage of staff within this age range is lower at 50%. Overall, 31% of our workforce are from ages 56-66+ compared with the sector where it is 18.7% (Advance HE Statistical Report 2024). 5% of Middlesex staff were working beyond age 66, decreasing by 1% from the previous year; this is higher than the sector average of 2.8% of all staff working beyond age 66 (Advance HE Statistical Report 2024). The sector average for staff aged <25 to 30 is 16.5%; at Middlesex this is 9%.

#### **4. Casework Monitoring**

4.1 Our casework monitoring data is collated between September to August each year. There were 13 grievance cases during the period and 6 disciplinary cases for the 2024/25 academic year. 9 of the cases were conducted formally for grievance and 5 for disciplinary. One of the

disciplinary cases was handled informally and 4 grievance cases were managed informally. Regarding the gender split, there were 12 (63%) female and 7 (37%) male cases. 15 (79%) of the cases were raised by White staff compared to 4 (21%) which were from 'BAME' staff (Appendix 31). This report does not distinguish if the cases were related to race, gender or any other protected characteristic due to the sensitivities and confidentiality of the cases.

## **5. Embedding Equality, Diversity and Inclusion**

- 5.1 Following the University's success last year in winning the highly commended level in the Queer Student Awards 2024 for two categories (the University of the Year and for the Role Model of the Year: Education), all five entries for this year were also shortlisted including nominations for Activist of the Year and Role Model of the Year: Educator and Student. A particular highlight was one of our MDX Academics being recognised as an outstanding role model.
- 5.3 The University continued its membership of Advance HE's Aurora Leadership programme, which is designed to improve the representation of female staff in senior managerial positions within Higher Education by enabling a wide range of female staff in academic and professional roles to engage with leadership development at an early stage in their careers. In 2024/25, a Communities of Practice was launched to complement the programme, providing participants with a structured forum to share experiences, build networks, and embed learning from the programme into practice across the University.
- 5.4 We have refreshed our positive action statements which are included in all job posts and on the careers section of our website, to encourage applications from more female and gender non-conforming individuals in masculinised areas. Extending the initiative to the wider community of minority groups, the statements also positively affirm our commitment to actively seeking disabled and Black, Asian and minority ethnic applicants.
- 5.5 We continue to embed Equality Impact Assessments (EIAs) as a key assessment when managing changes to policy and practice. This is now an established part of HR's change management processes. Future EDI annual reports will include summary details of EIAs conducted during the preceding year, with particular emphasis on organisational change and restructures. In 2024/25, a total of 17 organisational change EIAs have been conducted.
- 5.6 We continue to discharge our statutory obligations in respect of gender pay gap reporting annually; this is published in advance of the 30<sup>th</sup> March deadline each year and is made

available at Appendix 29, and separately to this report on the government and University website.

- 5.7 In line with our Athena Swan action plan, the Inclusion and Wellbeing Team launched a series of Menopause Awareness initiatives including a ‘Could it be Menopause’ poster campaign which successfully increased conversations on campus around symptoms of the Menopause, a virtual social space for staff to connect and share their experiences, and a ‘Pause for Menopause’ facilitated peer-support group for staff going through the Menopause.
- 5.8 The University marked Neurodiversity Awareness Week by hosting a virtual film screening of ‘Miss Odd’, an award-winning short film by animator and Middlesex University alumni, Robyn Whisker-Stilling. The event was followed by a Q&A session, providing staff and students with the opportunity to engage directly with the creator and explore themes of neurodiversity, creativity, and lived experience. The session not only highlighted the achievements of our alumni but also created a platform for raising awareness, promoting dialogue, and supporting greater understanding of neurodiverse perspectives within the University community.
- 5.9 In November 2024, the Men’s Health Group was launched during Men’s Health Month to encourage men at the University to seek support, connect, and discuss wellbeing challenges. In May 2025, a Mental Health Drop-In Session was held to provide staff with access to advice and resources. The session was attended by Tim Westlake, the Interim Chief Operating Officer, reflecting senior leadership’s visible commitment to supporting staff wellbeing. These initiatives form part of the University’s broader approach to reducing stigma and strengthening provision around men’s health and mental wellbeing.
- 5.10 In September 2024, the University, in partnership with the MDX Inter Faith Network (MDX IFN), was awarded the University Alliance Award in recognition of outstanding collaborative work that respects and embraces diverse viewpoints. The award highlighted the Network’s commitment to promoting dialogue, understanding, and cooperation across faiths and beliefs within the University community. Building on this achievement, in October 2024 the MDX IFN received the London Dangoor Award 2024 in the Interfaith Relations category, further recognising the Network’s sustained impact in promoting interfaith engagement, inclusivity, and mutual respect. These accolades reflect the University’s ongoing dedication to supporting a culture of dialogue, understanding, and community cohesion across its diverse population.
- 5.11 The University took part in the Global Majority Mentoring Programme (GMMP) for its fourth consecutive year since the programme’s inception, marking our continued commitment to

advancing equity and inclusion across the higher education sector. The GMMP is a cross-institutional mentoring scheme that supports the career progression and development of staff from Global Majority backgrounds within higher education. The 2024/25 cohort was particularly significant, as it saw the highest level of engagement from Middlesex staff to date, compared with other London Higher partner institutions, reflecting the growing impact and reach of this important initiative.

5.12 In 2025, the University participated in Pride in London, with approximately 50 staff and students joining the march. The event was supported by senior leadership, including our Vice-Chancellor, Shân Wareing, and the PVC for Global Research & Knowledge Exchange and Interim Dean, ACI, who joined participants in demonstrating visible support for the LGBTQ+ community. This engagement provided an opportunity for staff and students to celebrate diversity, promote inclusion, and express solidarity with LGBTQ+ communities. The University is proud to stand alongside its LGBTQ+ staff and students, reinforcing its commitment to promoting an environment where everyone can be their authentic selves. Participation in Pride in London is one of many initiatives that underpin the University's broader strategy for LGBTQ+ inclusion.

## **6. Race Equality Charter**

6.1 Middlesex continues to advance race equality, achieving the Race Equality Charter Bronze Award in October 2023 and launching the Diversifying Leadership Programme to support greater BAME representation in leadership. Communities of Practice were introduced to embed learning and strengthen networks for staff participants. In 2024/25, the MDX Anti-Racism Network led events including Black History Month and Race Equality Week, promoting reflection, engagement, and the celebration of heritage across the University. These initiatives reinforce the University's ongoing commitment to developing anti-racist cultures and equitable opportunities for all staff and students.

## **7. Athena Swan**

7.1 We continue to make good progress with eliminating gender bias and developing an inclusive culture that values staff of all genders through our work on the Athena Swan Action Plan. 105 actions were derived from the Athena Swan project, 75 of which are HR focused.

7.2 As part of our commitment to the Athena Swan Action Plan, we are working hard to achieve the objective of addressing the continued masculinised/feminised nature of some academic areas to ensure greater gender balance. In 2024/25, we continued to raise the profile of women in Science, Technology, Engineering, Mathematics and Medicine (STEM) at the

University, demonstrating that women role models can succeed in STEM careers, and at Middlesex University. In celebration of International Women's Day (IWD), and throughout March 2025. This year's theme was #AccelerateAction, where staff got involved in a variety of events and activities, including a Women in STEM coffee networking event and an all-staff campaign to nominate and celebrate inspirational staff.

## **8. Stonewall Workplace Equality Index (WEI)**

8.1 Our commitment to LGBTQ+ inclusion in the workplace was recognised with Gold status and a ranking of 58 in the 2023 Workplace Equality Index. Building on this achievement, we are currently reviewing our Student Trans Policy and Equality and Diversity Policy, alongside updates made to our Parental leave and Dignity at Work policies following consultation with Stonewall. These reviews will help ensure our policies remain robust, inclusive, and aligned with best practice, particularly in light of evolving national discussions and legal rulings. The University remains focused on addressing identified gaps through an intersectional lens, reinforcing our ambition to remain sector leading in LGBTQ+ inclusion.

## **9. Working Families Benchmark**

9.1 In October 2024, the University received positive feedback on its first submission to the Working Families Benchmark, placing as the 4th highest university. While commended as a strong first entry, the feedback highlighted opportunities to embed flexibility as the default, enhance recruitment and leave provisions, strengthen leadership training, and capture more data on impact. These insights provide a clear roadmap to further develop a flexible, family-friendly workplace that supports all staff.

## **10. Disability Confident**

10.1 The University submitted its revalidation to Disability Confident and was successfully re-accredited Disability Confident Leader (Level 3) status, recognising our continued commitment to employing and supporting people with disabilities and long-term health conditions. We were particularly commended for the way in which we embed disability inclusion through initiatives, training and events, and for the creation of a Reasonable Adjustments Policy and Reasonable Adjustments Passport. The Inclusion and Wellbeing Team will consolidate the feedback received from Business Disability Forum into a refreshed, targeted action plan to further disability inclusion at the University.

## **Section 2. Our Equality, Diversity and Inclusion Policy in Practice**

### **1. Policy and Procedure**

1.1 The following policies/procedures were selected for review in the last 12 months and are still under review:

- Career Break Policy
- Social Media Policy
- SOSR
- Overseas working
- Student Tans Policy

1.2 The following policies/ procedures were updated and re-introduced in the last 12 months:

- Parental Leave Policies
- Grievance Policy
- Disciplinary Procedure
- Redundancy Policy
- Redeployment procedure
- Dignity at Work Policy
- Trans Policy and Guidance
- Dependency Leave
- Restructuring procedure
- Blended Working Guidelines and Flexible Working Policy
- Carers Policy
- Special and Compassionate Leave Policy
- Intimate Relationships Policy

1.3 The following policies/ procedures were newly created and published in the last 12 months:

- Reasonable Adjustments Policy

### **2. Recruitment**

2.1 The e-recruitment platform has led to increased capability in respect of monitoring recruitment practices and providing management information, which enables HRS to better understand the demographics of staff applying for roles through from application to shortlisting and appointment moving forward.

2.2 Details of the Annual Recruitment Monitoring are included at Appendices 6-9. 150 posts were offered to in 2024/2025, which is an increase of 9 from the previous year – with 128 appointed. 2058 applications were received, which is an increase in applications of 285 (16%) on last year. All demographic groups were represented at the application, shortlisting and recruitment stage.

2.3 An analysis of the overall data indicates that the number of females applying increased by 8% from 892 in 2023/2024 to 964 in 2024/2025, and the number of males applying increased by 23% from 826 last year to 1018 this year. This can be accounted for by an overall increase in applications of 16% from last year. The applicant success rate for females decreased by 18% from 96 successful applications last year to 79 this year. The male success rate increased by 57% from 44 successful applications last year to 69 this year. Female applicants accounted for 53% of all posts offered, a decrease on last year of 15%. A small proportion of applicants preferred not to disclose their gender.

2.4 Female applicants accounted for 57% of the appointments to professional support (administrative) positions, a decrease of 12% on last year. Black, Asian and Minority Ethnic ('BAME') groups accounted for 38% of all professional services appointments, a 4% decrease from last year. 9% of appointments declared a disability, a decrease of 3% from last year. Females accounted for 47% of academic appointments, a decrease of 27% from last year. 30% of all academic appointments were to people from Black, Asian and Minority Ethnic ('BAME') groups, which is a decrease of 18% on previous year. Last year, 15 appointments were made to 'BAME' applications out of a total of 35 offers (43%); this year 13 appointments to 'BAME' applicants were made out of a total 58 offers (22%).

2.5 The overall number of successful disabled applicants decreased from 12 (9%) last year to 10 (7%) in 2024/25. Our representation of disabled staff in the workforce is 7%, which is marginally lower than the UK HEI figure of 7.2% (Advance HE Staff Statistical Report 2024). We will also aim to provide feedback to disabled applicants to support their future application success.

### **3. Staff Wellbeing Update – 2024/25**

3.1 Referrals to Occupational Health Services have decreased by 50% following the implementation of a triage approach by the University Health and Safety Unit. As part of this approach, there has been a greater focus on early intervention, through the use of internal support and assessment processes, which has provided better outcomes for staff.

A benchmarking of the existing occupational health provision was carried out and identified that the service received was good when compared to the cost. While there are opportunities to move to other providers, with additional services, this will require an increased budget.

There has been a significant decrease in female referrals and those in the <55 years age categories.

The decrease in work-related musculoskeletal injuries may be due to the increase in manual handling training to key workers.

OH Medicals	19/20	20/21	21/22	22/23	23/24	24/25
Mental Health home-related stress	3	6	4	2	8	2
Mental Health work-related stress	7	11	5	4	2	4
Mental Health combination of stress	18	23	19	22	13	6
Musculoskeletal not work-related	0	4	5	2	11	4
Musculoskeletal part work-related	2	2	3	2	6	0
Long Covid	0	3	7	2	1	1
Other	33	23	22	26	33	20
<b>Total Referrals</b>	<b>63</b>	<b>72</b>	<b>65</b>	<b>62</b>	<b>74</b>	<b>37</b>

Age Group	2022/23	2023/24	2024/25
<b>19-25</b>	2	1	0
<b>26-40</b>	11	20	8
<b>41-55</b>	21	30	17
<b>56-60</b>	9	8	8
<b>61-65</b>	14	7	5
<b>&gt;65</b>	4	4	0
<b>Total</b>	<b>61</b>	<b>70</b>	<b>38</b>

Gender	2022/23	2023/24	2024/25
<b>Male</b>	20	23	16
<b>Female</b>	40	47	22
<b>X</b>	1	0	0

3.2 For the 2023/24 academic year, the University Health and Safety Unit updated its assessment process to focus on early intervention and finding better outcomes for staff. This strategic shift has led to an increase in internal occupational health reviews. While the total number of assessments conducted has decreased, this is also attributed to a reduction in the total number of staff. The team's holistic approach, combining workstation, neurodiversity, and stress assessments, along with their deep institutional knowledge, continues to ensure that recommended reasonable adjustments are tailored to both the individual's needs and the operational requirements of the University.

The decline in assessments can be attributed to the reduced staff headcount. The increase in occupational health reviews and pre-employment health checks is attributed to a focus on triage and referral to internal support prior to referring to Occupational Health Services.

Type of Assessment	2023/24	2024/25
Workstation Assessment	47	21
Occupational Health Review	12	44
Personal Emergency Evacuation Plans	6	4
Pre-Employment Health Questionnaire	47	43
Pregnancy Risk Assessment	3	1
Stress Risk Assessment	16	13
Neurodiversity Assessment	8	2
Mental Health First Aid Support	6	3
<b>Total</b>	<b>145</b>	<b>131</b>

3.3 The University provides all staff with access to an eye test and support towards the cost of lenses for those needing specific adjustments for VDU use.

3.4 There has been an increase in the number of staff accessing Spectrum Life for support with their mental health. The utilisation rate increased from 11% in 2023/24 to 12% in 2024/25. Video counselling continues to be the most popular method of counselling.

There is a decrease in those seeking support for family, relationship and divorce issues, stress and anxiety. However, there has been a slight increase in work-related issues and stress. This correlates with referrals to the Occupational Health Service for combination and work-related stress support.

Presenting Issue	2020/21	2021/22	2022/23	2023/24	2024/25
Family, Relationship & Divorce	4	22	15	26	6
Stress	-	-	11	7	10
Work-Related Stress	9	11	6	2	4
Work-Related Issue	-	-	3	1	4
Anxiety / Worry	17	15	8	25	15
Depression & Mood	6	8	7	8	9
Physical Health	4	9	10	-	8
Traumatic Incident	-	-	3	-	-
Bereavement	5	6	-	-	5
Personal Issue	4	4	-	-	-
General EAP Benefit	3	1	-	-	2
Alcohol Addiction	-	1	-	-	-
Legal	2	4	-	5	4
Financial	1	3	-	3	4
Career Advice	-	7	-	5	2
<b>Total</b>	<b>55</b>	<b>91</b>	<b>63</b>	<b>82</b>	<b>73</b>

Female staff continue to be most likely to engage the EAP services, but there has been an increase in Male and Other using the service.

Gender	2020/21	2021/22	2022/23	2023/24	2024/25
Female	87%	74%	73%	76%	65%
Male	6.5%	25%	27%	18%	23%
Other	6.5%	1%	-	6%	12%

### 3.5 Support Through Change

In addition to the support provided by the Employee Assistance Programme, the Wellbeing and OSD collaborated to provide a programme to support staff through restructuring and redundancy. This included:

- Coaching and Mentoring
- Application and Interview Preparation
- Managing your Finances
- Looking after your mental health and wellbeing
- Career Planning
- Workshops for managing personal change and uncertainty
- Mental Health First Aid drop in sessions

## 4. Academic Promotions & Progression 2024/25

- 4.1 In the year 2024/25, the figures provided in graphs (Appendix 12-14) account for the Progression and Promotion from Lecturer to Senior Lecturer, Promotion from Senior Lecturer to Associate Professor and Associate Professor to Professor. A new promotions model was introduced in July 2022 as a key action from the Athena Swan Action Plan.
- 4.2 While academic promotions were paused for the 2024/25 academic year, opportunities for academic progression remained in place and continued to be implemented. 7 staff successfully progressed from Lecturer to Senior Lecturer; 2 (29%) were White and 5 (71%) was from a 'BAME' background. There was one 'BAME' promotion from Associate Professor to Professor.

4.3 This year, in terms of progression from Lecturer to Senior Lecturer, 1 (14%) staff were male and 6 (86%) were female. 7 (87.5%) of all academics progressed/ promoted were female and 1 (12.5%) were male (Appendix 12). One female staff promoted from Associate Professor to Professor.

## 5. **Organisational Staff Development 2024/25**

5.1 Staff are regularly informed and reminded of their responsibilities in implementing the University's Equality, Diversity, and Inclusion (EDI) policies through multiple channels, including compulsory training, induction, appraisal discussions, and professional development initiatives. Diversity awareness is embedded into staff induction, supporting new staff to understand Middlesex University's ongoing EDI efforts and encouraging participation in existing diversity networks.

5.2 The compulsory EDI training module remains central to onboarding and development, covering policy, commitment to diversity, equality principles, discrimination, unacceptable behaviour, and identifying and addressing bias. Over the last year, 275 staff completed this module, reflecting the University's commitment to embedding EDI knowledge across all roles.

5.3 Additional online EDI courses include Bullying and Harassment, Becoming an Inclusive Organisation, Inclusive Leadership and Families, and How to Identify and Stop Using Ableist Language.

5.4 The Organisational and Staff Development team works closely with the Inclusion and Wellbeing team to ensure all training is accessible and inclusive. Inclusion and Wellbeing sessions are promoted via the monthly Staff Development email bulletin and the Staff Development brochure, raising awareness and participation further.

5.5 Five staff from Black, Asian, and Minority Ethnic backgrounds participated in Advance HE's Diversifying Leadership (DL) programme - London cohort. The programme focused on leadership practice, cultural identity, and navigating challenges within higher education. Participants provided excellent feedback, establishing an external reflection group and enrolling in further apprenticeships. A Community of Practice for DL alumni met three times during the year, including a speaker session with the interim Director of HR. A DL alumnus successfully delivered a personal leadership session at a national conference, developed collaboratively within the Community of Practice. Recruitment is underway for the 2025–26 London cohort.

5.6 Staff Development created training sessions to support staff through the University restructure, including Mastering Your Job Application, Preparing for Interviews, Effective Job Search Techniques, and Mock Interview Practice. A total of 207 staff participated in 11 courses, spanning grades 4 to senior management, ages under 25 to over 65, with a gender split of 75% female and 25% male, and representation across 13 ethnicities.

5.7 In collaboration with Hays Outplacement Services, external coaches were commissioned to support staff leaving the University in securing future employment.

5.8 In 2025, Middlesex University celebrated its 99th successful participant completing the Aurora female leadership programme. This year, five participants (grades 5–6, ages 30–49, representing five ethnicities) undertook development days, action learning sets, and speaker sessions. To broaden access, a new Women in Leadership Apprenticeship (levels 3 and 5) was launched, open to all aspiring female leaders.

A new Aurora/Women in Leadership Community of Practice also launched, providing ongoing support, networking, and learning. The community met twice, including a speaker event with Vice-Chancellor Shân Wareing, with 25 staff attending.

5.9 Currently, 27 staff across grades 4–9 are participating in leadership and coaching apprenticeships, with a gender split of 19 females and 8 males, from eight ethnicities. Programmes include the Senior Leader MBA (level 7), Coaching Professional Diploma (level 5), and Women in Leadership (levels 3 & 5). Mixed cohorts of academics, professional services staff, and technicians enhance knowledge transfer, skills development, and appreciation of diversity across roles, grades, and cultures.

A new Global Majority Leadership Programme will launch in October 2025 (levels 3 and 5), open to all aspiring BAME leaders, further expanding leadership opportunities for underrepresented groups.

5.10 The Coaching and Mentoring Academy has been supporting a coaching culture across the University, offering staff development in coaching and mentoring skills to enable constructive, supportive conversations. One-to-one coaching and mentoring involved 143 staff (11% of the workforce), ranging from grades 2 to senior management, with a gender split of 58% female, 42% male, and 36% BAME, 64% White.

Seventeen staff coaches from diverse roles, grades, and backgrounds are accredited through the Coaching Professional Apprenticeship which is accredited by EMCC Global or prior

coaching qualifications. The Coaching Community of Practice launched this year to provide CPD, supervision, and workshops, including group coaching, wellbeing, resilience, and confidence. A total of 25 coachees participated, ranging in age from 18–70 and grades 2–9, with 76% female and 24% male across three ethnicities.

5.11 The EMCC Global-accredited mentoring programme launched in September 2024, training 15 mentors (grades 4 to senior management, 85% female, 15% male). In addition, 55 mentors were trained from diverse roles, grades, and backgrounds with a gender split of 69% females, 31% males and 71% White, 29% BAME. The Academy had 66 mentees, comprising 44 staff and 22 students (ages 18–70), with a gender split of 80% female and 20% male.

5.12 The Academy delivered a wide range of training sessions and Action Learning Sets, including:

- Coaching Taster
- Becoming a Mentor
- Career Coaching
- Coaching Action Learning Set: Wellbeing, Resilience, and Confidence
- Discover Coaching: An Introduction Session
- Lunch and Learn Mentoring Skills - Continuing Professional Development, Reflective Practice and Professional Accreditation
- Lunch and Learn Mentoring Skills - Mentoring and Imposter Syndrome
- Lunch and Learn Mentoring Skills - Mentoring, Coaching and Helping Interventions - Similarities and Differences
- Making an Effective Career Change Webinar

These sessions engaged 147 staff across grades 4 to senior management, aged 18–70, with a gender split of 42% female, 11% male, and 8% unknown.

## **6. Learning and Teaching – Centre for Academic Practice Enhancement (CAPE)**

6.1 During the academic year 2024/25, CAPE has focused on embedding the Learning Framework principles across Middlesex University's provision. Building on the foundations established in 2023/24, this work has supported the development of new postgraduate, partner, and apprenticeship programmes, as well as the delivery of newly validated undergraduate programmes. The Learning Framework principles continues to promote

equity in learning, ensuring a consistent, high-quality experience for students across all campuses and modes of delivery.

- 6.2 A central priority this year has been enhancing the experiences of both students and staff. CAPE has strengthened student voice mechanisms, enabling valuable feedback to shape developments in learning and teaching. Also, the analysis of B3 metric outcomes has provided crucial insights into areas requiring targeted support. These evidence-based approaches are informing future strategic initiatives designed to improve outcomes and enhance the overall learning environment.
- 6.3 Inclusion remains at the heart of CAPE's work. This commitment is demonstrated through the continued success of two key reaccredited programmes: the Middlesex University Recognition Scheme (MURS) and the Postgraduate Certificate in Higher Education (PgCertHE). MURS, aligned with Advance HE Fellowship levels D1–D4, continues to support and celebrate academic and professional services staff alike, with an increasing number of fellows developing from professional services roles. The PgCertHE has also undergone significant development this year, with cohorts from Dubai and Mauritius brought together into a single online cohort, encouraging cross-campus collaboration and global perspectives. From 2025/26, the PgCertHE will be fully delivered within CAPE, integrating cohorts from all three campuses to further enhance consistency and connectivity.
- 6.4 The CAPE Annual Learning and Teaching Conference marked a return to on-campus format, complemented by live streaming to international campuses and partners. This year's conference featured a strong focus on Artificial Intelligence in education, with over 35 sessions delivered by more than 60 presenters from Middlesex campuses, partner institutions, and the wider sector. Attendance exceeded 200 participants, reflecting strong engagement and interest in innovative pedagogical approaches.
- 6.5 Finally, the Teaching Excellence Awards celebrated outstanding contributions to learning and teaching for the second consecutive year. With over 100 nominations from across Middlesex globally, the awards recognised excellence among both academic and professional services staff. Winners and highly commended individuals represented all three campuses, reinforcing Middlesex's commitment to recognising and rewarding teaching excellence across its international community.

Through these initiatives, CAPE continues to drive forward learning and teaching innovation, ensuring that Middlesex University remains a leader in delivering inclusive, high-quality, and future-focused education.

## **Section 3: Diversity Demographics 2024/25**

### **1. Age**

1.1 The age profile at the University continues to be weighted towards the middle age ranges. 873 (68%) of our staff are aged between 36 and 60, which is higher than the UK demographic of 61.5% (Advance HE Statistics Report 2024). The number of staff working beyond age 66 is 63 (5%) which is higher than the UK Average of 2.8% of staff (Advance HE Statistics Report 2024). Staff aged 30 and under make up 9% of staff at Middlesex compared to 16.5% nationally in HEs (Advance HE 2024 Statistical Report).

### **2. Pregnancy and Maternity**

2.1 The University remains committed to providing opportunities for all staff and students to continue their work and studies when they have children or adopt. We continue to monitor the legislative changes that occur in this area and aim to provide policies and an environment that is free of disadvantage to staff and students starting a family or who already have children.

### **3. Race**

3.1 35% of all staff are from a Black, Asian or minority Ethnic ('BAME') group which is an increase of 1% from last year. It is important to note that the government continues to consult on the implementation of ethnicity pay gap reporting.

### **4. Disability Equality**

4.1 Middlesex University has implemented Disability Confident which is the "Positive about Disability" symbol accreditation and have been re-accredited Level 3 Disability Confident Leader status. During recruitment for 2024/25, the number of applicants declaring a disability was 140, which is 6.8% of applications received. 8.2% of all shortlisted applicants had a declared disability. Of all the successful applicants offered a position, 6.7% had declared a disability which is a decrease of 1.8% from last year.

4.2 Communications around the benefits of disclosing a disability will continue along with communications around the support available to staff through the Disability Network and through wellbeing initiatives at the University.

## 5. Sex - Gender Equality and Gender Pay Gap

5.1 We currently employ 754 (58%) female staff in the University and 542 (42%) male staff. There are 111 staff in the senior manager category including the University Executive Team (UET), which is a decrease of 32 staff from last year; of this figure 52 of senior managers (47%) are female and 59 (53%) of senior managers are male.

5.2 All staff, with the exception of senior managers, are on Higher Education Role Analysis (HERA) grades 1 to 9. Posts below senior manager are evaluated using the HERA job evaluation tool. There is some flexibility in choosing the appropriate starting salaries, e.g. relevant experience and current salary, and all staff progress incrementally until they get to the top of the scale. Each grade has a number of performance related points managed under the University's contribution pay scheme.

5.3 We continue to review average pay for male and female staff for each role to see if there are any issues that we need to address in relation to staff performing "work rated as equivalent" (HERA evaluated). The grade bands allow for a transparent pay structure with annual increments received each year to the top of the grade. In instances when the pay differentials are more than 5%, this is highlighted for further review.

5.4 An annual national pay award applies to all staff below senior manager. Senior manager roles are evaluated using the HAY evaluation process. Individual senior manager pay is also evaluated annually on performance related assessment. Skills, experience and benchmarking are taken into consideration when setting starting salaries.

### Gender Pay Gap – All staff

5.5 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires the University along with most public sector bodies to show how large the pay gap is between its male and female staff i.e. the difference between the **average** (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings.

5.6 The University as a large employer (defined as 250 plus staff) is required to analyse and publish gender data annually, concerning pay and bonuses at the proscribed 31 March census date on both its own website and the Government website page <https://gender->

pay-gap.service.gov.uk. The pay gap that is reported for statutory purposes does not include MU Services Ltd. as it is a separate entity and we are not required to report fewer than 250 employees. However, MU Services Ltd. is included in this Annual Review and disaggregated to demonstrate the distinction in the pay gap. (Please note that the terms/conditions/pay are the same for both Middlesex University and MU Services Ltd. staff)

- 5.7 The pay gap for Middlesex University (excluding. MU Services Ltd.) provides for a total employee headcount figure of 1,675 at the census point of 31 March 2025. The staff headcount figure is noticeably higher than that which is used in the wider Annual Monitoring Report due to the statutory requirement to include student employees contracted through MDX Works. The majority of these students undertake very fractional duties but are nevertheless included under the Government's reporting specification. MU Services Ltd. has a headcount of 199 employees (at 31 March 2025).
- 5.8 At the census date Middlesex University (excluding MU Services Ltd.) had a gender pay gap of 9.3% (mean average) and 12.6% (median average) in favour of males (a 0.3% mean decrease and 0.5% median increase from 2024). These figures are inclusive of hourly paid staff, a majority of whom are on very fractional contracts, and students employed through MDX Works. As at 31<sup>st</sup> March 2025, MU Services Ltd. had a gender pay gap of -3.7% (mean) and -0.3% (median) in favour of females. This represents a 7.9% (mean) and 4.9% (median) reduction in the gap compared with the previous year, meaning the difference in pay between male and female staff has narrowed. This change could be attributed to an increase in female appointments during the year. Additionally, there was a shift in the upper middle pay quartile (quartile 3), where the proportion of male staff rose to 42.9% from 26.7% the previous year – an increase of 16.2 percentage points.
- 5.9 It is noted that the University gender demographic is proportionately higher across the University in terms of female staff at 58% and that females have a higher representation in grades 1-8. The University figures (including MU Services Ltd.) remain lower than the mean gender pay gap for all staff in HEI's, which Advance HE reported in their 2024 Statistical Report as a mean gender pay gap of 13.7% (down 0.5% from 2023) and a median of 9.0% (0.5% higher than in 2023).
- 5.10 In respect of bonus payments (unconsolidated payments) that were paid in the 12-month period up to 31 March 2025 (excluding MU Services Ltd.) the gender pay gap is 15.0% (mean) in favour of men (an increase of 5.7% from last year) and the median difference is 20.0% (an increase of 0.5% on last year). The mean and median bonus values have increased over the year, despite more females receiving bonuses than males. However, fewer staff members received bonuses compared to last year, where 53 staff received bonus payments in 2024. The number of bonus

recipients was too small to be reported in detail due to data protection and individuals being identified. It is worth noting that when the number of people in the group is small, the average could be changed a lot by the addition/removal of a few individuals – in practice, it means that gaps will fluctuate more with a small sample.

5.11 For MU Services Ltd. the mean and median bonus gender pay gap is not applicable (N/A). The gender bonus gap for both the mean and median cannot be calculated because the mean and median bonus pay for men is £0. In this case, 0% of men got a bonus, 100% of women got a bonus, which is 0.0% (men) and 1.6% (women) proportion receiving a bonus.

5.12 We are also required to report the gender representation of staff split in quartiles relating to their total pay. This shows that females make up a higher percentage of the University workforce in all pay quartile for Middlesex University staff. The upper quartile split is 49.4% male to 50.6% female (Middlesex University), which is a 2.3% increase for female staff from last year. However, the top pay quartile for MU Services Ltd. decreased from 33.3% to 28.0% males and increased from 66.7% to 72.0% for female staff (an increase of 5.3% from previous year). The split for the four quartiles is also set out in Appendix 29.

#### **Gender – Trend Analysis 2023 to 2025 (All Staff inc. MU Services Ltd.)**

	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Mean</b>	8.2%	8.6%	8.3%
<b>Median</b>	5.8%	8.0%	10.0%
<b>*Headcount: Female</b>	1452 (58%)	1319 (58%)	1116 (60%)
<b>*Headcount: Male</b>	1049 (42%)	943 (42%)	758 (40%)
<b>Student: Female</b>	371 (63%)	328 (65%)	274 (67%)
<b>Student: Male</b>	214 (36%)	179 (35%)	137 (33%)

\*Includes students

5.13 According to the year-on-year analysis within the last 3 years (2023-2025), there has been a fluctuation of the gender pay gap as per the table above. The figures have changed over the 2024 and 2025 period - decreasing by 0.3% (mean) and increasing by 2.0% (median). This trend can be explained by attrition of staff due to resignation, restructuring, redundancies and severance schemes over the past two/three years. From April 2024 to March 2025, 58% % of leavers were female.

5.14 Despite the attrition of staff over the past three years, there has been a downward trend of male professors due to retirement and resignation. This is also apparent in reduction of fewer male senior managers between 2023 and 2025.

5.15 The biggest change can be seen regarding the hourly rate quartile pay band. Female representation in the top quartile (Quartile 4) was 49.4% in 2023, 49.6% in 2024, and 49.5% in 2025, showing minimal year-on-year variation.

5.16 Between 2023 and 2025, 59% of female core staff were in grades 2-9. Despite the higher percentage of female staff within grades 2-9, the mean and median pay differential has consistently been in favour of male staff over the years – 2023: mean 5.0%, median 7.9%; 2024: mean 5.3%, median 6.2%; 2025: mean 4.8%, median 7.9%.

#### **Student Profile (Pay Gap – Gender)**

5.17 As of 31 March 2025, MDX Works employed 411 students — 274 (67%) female and 137 (33%) male. This gender distribution has been consistent over the past three years, with a slight upward trend in the proportion of female students employed. This increase has occurred despite a decline in the total number of students employed: 585 in 2023, 507 in 2024, and 411 in 2025.

#### **Ethnicity Pay Gap – All staff**

5.18 Advance HE reports (2024) that the overall ethnicity pay gap for UK staff is 0.6% (mean) and 0.0% (median); in contrast, the pay gap for London is reported as 14.4% (mean) and 12.1% (median). For non-UK staff, the mean and median ethnicity pay gaps were 14.8% and 11.2%, respectively. Middlesex University's Ethnicity Pay Gap at the reporting date of 31 March 2025 was 17.4% (mean) a 0.5% increase from 2024's figure and 18.3% (median) compared with 2024's figure of 17.6% (median) in favour of White staff (Appendix 30). This figure is based on a staff headcount of 1,675, including hourly paid staff and students (2,081 in 2024). 3.2% of staff/student have not disclosed their ethnicity ("Unknown"). This group is shown separately in charts and excluded from pay gap calculations. A high proportion (e.g. 5%+) of "Unknown" records can affect the accuracy of results, so increasing declaration rates is a key focus. The ethnicity pay gap is largely driven by the uneven distribution of BAME staff across grades, with the inclusion of student staff on fractional and hourly contracts widening the overall gap.

5.19 MU Services Ltd.'s ethnicity pay gap at the reporting date of 31 March 2025 was 15.6% (mean or average), a 0.2% increase from last year and 10.4% median (a decrease of 0.1% from 2024) in

favour of White staff with a headcount of 199 staff. The small increase in the pay gap at both Middlesex University and MU Services Ltd. was influenced by small cumulative changes in staff attrition due to restructuring and severances.

5.20 The Ethnicity Pay Gap for all staff excluding students at Middlesex University and MU Services Ltd. was 10.3% (mean) a 1.4% decrease from 2024's figure and 10.4% (median) compared with 2024's figure of 10.5% (median) in favour of White staff (Appendix 30).

5.21 The Bonus Pay Gap (contribution related pay) was reported as -17.6% (mean) and -25.0% (median) in favour of 'BAME' staff (excluding MU Services Ltd.). 20% of those receiving bonuses were 'BAME' (a 6% decrease from last year). For MU Services Ltd staff, BAME staff received no bonus pay in the period, whereas White staff received significantly higher amounts. The gap is entirely due to the fact that no BAME employees were awarded a bonus during the period in question. Given the small numbers of bonus recipients, the figures are sensitive to change and can be disproportionately impacted by the awarding (or non-awarding) of bonuses to a small number of staff. Nonetheless, these results highlight the need for ongoing monitoring of bonus allocations to ensure they are awarded equitably, and for proactive steps to ensure transparency in bonus criteria and decision-making processes.

5.22 It is noted that the total University demographic for staff from 'BAME' backgrounds is 35% and those from a White background represent 65% of University staff. It is important to highlight that white staff make up a higher percentage of the University workforce in all but the bottom pay quartile (1) for both Middlesex University and MU Services Ltd. It is also clear that there is a higher proportion of minority ethnic staff at grade 4 (56% of staff at that grade), at grade 5 (61% of staff – a 5% increase from 2024), and at grade 6 with 31% of minority ethnic staff. Whereas, at grade 7 it is 38% and 30% at grade 8 respectively (an increase of 3% from the 2024 figure of 27%). At grade 9 the figure is 30% (2% increase from 2024). Within senior management, this figure for staff from 'BAME' backgrounds is 16% for academic staff (same as 2024) and 23% for professional services staff (a decrease of 2% from the 2024 figure).

#### **Ethnicity Five way split – All staff**

5.23 Since 2023, we have decided to disaggregate the data from the 'BAME' category to better understand disparities and outcomes for specific ethnic groups (Appendix 31). The ethnic minority groups are:

- Black (includes Black Caribbean and Black African)
- Asian (includes Indian, Pakistani, Bangladeshi, Chinese, and other Asian categories)
- Mixed (includes any mix of the above categories, including White)

- Other (where staff have disclosed that their ethnicity does not fall into the above categories or any of the White ethnic groups).

5.24 The mean and median pay gap for Middlesex University staff within the ethnicity categories compared to White staff was: Black (21.7%; 25.5%), Asian (17.8%; 23.5%), Mixed (11.2%; 11.4%), Other (10.1%; 7.8%), Unknown (41.1%; 43.7%). It is evident that for Middlesex University, White staff earn significantly more, on average, than those from almost all other ethnic groups. For MU Services Ltd. staff, the mean and median pay gap was: Black (17.1%; 13.5%), Asian (11.5%; 9.5%), Mixed (23.1%; 13.4%), Other (23.8%; 11.2%). The disaggregated data has changed since last year, there has been fluctuations within the groups, however, the mean and median pay gap has increased in the Black and Other groups since last year. When reviewing the data, there were 49.8% of MU Services Ltd. staff that are from White background (the split is close to equal). The data also shows 64% and 57% of White staff in the top quartiles, 3 and 4 (Appendix 31).

5.25 The mean and median Bonus Pay Gap for Middlesex University (excluding MU Services Ltd.) within the ethnic groups was reported as Black (N/A), Asian (N/A), Mixed (-17.6; -25.0%), Other (N/A). Although, the mean and median were in favour of Mixed staff, there were a higher number of White staff that received bonuses. For MU Services Ltd., the mean and median Bonus Pay Gap within the ethnic groups was reported as not applicable (N/A), as only White staff received bonuses. There were no bonus payments for Black, Asian, Mixed and Other categories/groups.

#### **Ethnicity - Trend Analysis 2023 to 2025 (All Staff inc. MU Services Ltd.)**

	2023	2024	2025
<b>Mean</b>	10.6%	18.5%	17.3%
<b>Median</b>	9.8%	23.7%	23.2%
<b>*Headcount: White</b>	1332 (53%)	1332 (59%)	1062 (57%)
<b>*Headcount: 'BAME'</b>	610 (24%)	880 (39%)	759 (40%)
	559 (22% Unknown)	50 (2% Unknown)	53 (3% Unknown)
<b>Student: White</b>	16 (3%)	176 (35%)	119 (29%)
<b>Student: 'BAME'</b>	20 (3%)	284 (56%)	240 (58%)
	557 (94% Unknown)	47 (9% Unknown)	52 (13% Unknown)

\*Includes students

5.26 As per the above table, it can be seen that the ethnicity pay gap has decreased in 2025 (Mean: 17.3%, Median: 23.2%). Although, in 2023 the Mean was 10.6% and Median: 9.8%; this was result of significantly low declaration rate of ethnicity in 2023 from students, whereby the pay gap was lower.

5.27 From 1 April 2024 to 31 March 2025, 75% of leavers were white. There have been more White academics (grades 7 to 9) leaving the University compared to BAME academics. In addition, higher attrition of White admin staff (grades 2-9) has been reported over the past three years. However, there are lower proportion of BAME staff in grades (7-9) compared to White staff – this has been a consistent trend, despite improving year on year (2023: 29%, 2024: 30% and 2025: 33%). The majority proportion of BAME staff (2023: 40%, 2024: 43% and 2025: 44%) occupy grades 2-6 compared to White staff (2023: 60%, 2024: 57% and 2025: 56%) – this difference in grades does not reflect the Universities demographic representation of 'BAME' staff of 35%.

### **Student Profile (Pay Gap – Ethnicity)**

5.28 According to the ethnicity data, the declaration rate slightly dipped in 2025 with 87% of students stating their ethnicity compared to 91% in 2024, and a very low 6% declaration in 2023. The declaration data provides a more accurate picture of the ethnicity pay gap because in 2023 over 20% did not disclose their ethnicity (with 94% of which were students). This may have been attributed to the skewed ethnicity pay gap in 2023.

### **Disability Pay Gap – All staff**

5.29 From 2023, the University decided to voluntarily report on the disability pay gap. The term 'disabled staff' is used to refer to those who indicated that they are disabled on their HESA staff record. The term 'Non-disabled staff' is used to refer to those staff who indicated that they are not disabled or whose disability status is unknown. The data is aggregated with both core Middlesex University and MU Services Ltd. staff due to the low numbers and to avoid identifying individuals. The Disability Pay Gap at the reporting date of 31 March 2025 was -2.8% (mean) a decrease of 5.7 percentage points from last year and 0.0% median (12.3 percentage points decrease) in favour of disabled staff. This figure is based on a staff headcount of 1323 (excluding hourly paid staff and students). Advance HE reports (2024) that the overall disability pay gap is 9.6% (mean) and 8.5% (median). The mean and median values are considerably higher compared to Middlesex University, which shows significant improvement at Middlesex University since 2024.

5.30 The mean Bonus Pay Gap (contribution related pay) was reported as not applicable (N/A) (20.5% in 2024) and the median was N/A also (5.4% in the previous year), which includes MU Services

Ltd. Whereas, in 2024 it was in favour for non-disabled staff. Although there were fewer staff receiving bonus payments, there were no bonus payments for disabled staff. The proportion that received bonus payments was: disabled 0.0% and non-disabled staff 0.6%.

5.31 There is an equal distribution regarding the representation of disabled staff split in quartiles 1 (6.9%) and 2 (7.3%) similar to that of the University staff profile (7%). Although the representation in quartile 3 is lower (4.2%), it is higher in the top quartile with 10.3%. The split for the four quartiles is also set out in Appendix 32.

### **Pay gap and equal pay**

5.32 It is stressed that the gender/ethnicity/disability pay gap and equal pay are different things. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value. Whereas, the gender/ethnicity/disability pay gap is a measure of the difference between the average hourly earnings of men and women or average hours of White and 'BAME' or average hourly earnings of non-disabled staff and those who have declared a disability and is impacted by the number of people with those characteristics in different roles within an organisation.

5.33 Middlesex University introduced a single pay structure for all of its staff below the level of Senior Manager/Professor in 2010. The introduction of Higher Education Role Analysis (HERA) to underpin the single pay spine provided a much higher degree of assurance to the University that its pay arrangements for the majority of its staff are underpinned by the rigour of job evaluation aligned to an agreed and transparent pay structure. HERA continues to be used to allocate grading for all new posts Grades 2-9 (grade 1 is no longer in use due to London living wage commitments) and for re-grading when there are changes to posts. As such we have confidence in mitigating any risk of unequal pay within these grades.

5.34 Our Senior Managers and Professors are not placed on a pay scale, and senior manager roles are evaluated using the HAY Job Evaluation methodology and placed within pay ranges. Pay progression and bonus payments are linked in part to individual performance assessment and are annually reviewed by the Senior Manager and Professors Remuneration Committee, chaired by the Vice-Chancellor. The other key factors affecting pay considerations are internal and external pay benchmarking and with respect to Professors their international and national standing within their field. As with any pay system that determines pay in part on managerial judgement, there will be an ongoing requirement to consider any internal pay inequalities on an annual basis.

## **Academic Staff (pay gap)**

5.35 According to data published by Advance HE in 2024, the average or mean gender pay gap for Academic Staff in London is 10.9%, with the median gender pay gap at 5.6%. There is a mean pay differential in favour of male staff 2.3%, which is same as last year, and median pay difference is 0.0% (zero) as observed in respect of all Academic Staff for Grades 7 (L), 8 (SL) & 9 (AP). In comparison, the pay gap for all academic related staff at Middlesex University including GAA, SGAA, AL, L, SL, AP and SM Academic, Researchers is 6.2% mean and 0.0% median. An analysis of the Professorial gender pay gap demonstrates a mean gender pay gap of 10.5% up from 9.1%. Although academic promotions did not take place in 2024/25, there was a decreased number of both female and male professors, hence the 1.4% increase in favour of men. The median gender pay gap was 2.3% down from 2.4% in 2024. The professoriate is made up of 31 male to 18 female members. There is a decrease of 9 males and 6 females from the previous year.

5.36 The mean ethnicity pay gap for UK Academic Staff in London is 8.6%, with the median ethnicity pay gap at 6.1% (Advance HE Staff Statistical Report 2024). At Middlesex University, it is 2.7% (mean) and 1.4% (median) for all Academic Staff on Grades 7 (L), 8 (SL) & 9 (AP). However, there is a higher pay gap for all academic related staff at Middlesex University including GAA, SGAA, AL, L, SL, AP, SM Academic and Researchers, which is 7.3% (mean) and 2.8% (median). The Professorial ethnicity pay gap is -8.6% (mean) in favour of 'BAME' staff and 0.0% (median), respectively. The professoriate is made up of 40 White and 9 'BAME' staff.

5.37 Analysis of academic breakdown of the disability pay gap is not reported due to low numbers and is aggregated in the 'Disability Pay Gap – All Staff' section.

## **Professional Services (pay gap)**

5.38 An analysis of the Professional Service Staff gender pay gap at each grade demonstrates a decrease from last year in grades 2 to 9 (grade 1 is not in use due to London living wage commitments) at a mean gap of 3.3% (5.0% in 2024) and a 0.0% median differential (0.1% in 2024).

5.39 The gender pay gap for non-academic senior managers (Senior Managers Admin) at the census date of 31 March 2025 currently shows a mean gender pay gap of 4.5% (-3.6% in 2024) and a median of 5.6% (3.4% in 2024). Due to staff turnover and new hires in the last year, it is possible that movements at this level have increased the changes in pay gap and the mean and median is in favour of male staff. The length of service has a clear impact on roles at this level with staff

with longer periods of service uncapped in cost of living increases. There are 14 male and 21 female staff in this category compared to 2024 where there were 14 male and 22 female staff (same number of males and a decrease of 1 female). As this category covers a wide range of roles from Service Heads down to Function Heads and Deputies, it is assumed that there may be elements of both occupational segregation (as with Professors) and vertical segregation, with typically more female staff at the lower end of the senior management pay hierarchy. However, there has been a shift over the past couple of years in attrition of male staff and an increase of female senior managers.

- 5.40 The Professional Service Staff ethnicity pay gap in grades 2-9 demonstrates a mean of 7.9% and a median of 10.3% in favour of White staff (a 1.5% (mean) and 4.3% (median) decrease from 2024). Whereas, at the Senior Manager Admin level the mean and median pay gap is 8.6% (mean) and 4.3% (median).
- 5.41 Similar to academic staff, due to low numbers, the professional service staff disability pay gap is not reported and is aggregated in the 'Disability Pay Gap – All Staff' section.

#### **Bonus Payments (inclusive of Middlesex University and MU Services Ltd. staff)**

- 5.42 It is worth noting that the bonus payment mean and median gender pay gap have increased from 7.5% in favour of males in 2024 to 13.3%, with a median bonus gender pay gap change from 19.5% in 2024 to 20.0% in favour of males in 2025. This change is driven by a significant decreased number of bonus payments awarded in this reporting year.
- 5.43 The mean bonus ethnicity payment has reduced compared to 2023 figure, with a mean of -15.4% (9.8% in 2024), the median was -25.0% (13.3% in 2024) in favour of 'BAME' staff. The reason the mean and median figures have significantly changed is due to the fact that this year, fewer staff received bonuses. It is worth noting, although the mean and median was in favour of BAME staff, there were a higher number of White staff that received bonuses compared to BAME staff. The small numbers of bonuses may have potentially skewed the mean and median bonus figures. It should be noted that the University agreed to include all hourly paid staff and students where possible from 2022.
- 5.44 The disability bonus information inclusive of Middlesex University and MU Services Ltd. is mentioned in the previous section (Disability Pay Gap – All Staff).

## **2024/25 Targeted activities**

5.45 Gender, ethnicity and disability pay gap reporting will continue to be monitored and reviewed by the University's Equality, Diversity and Inclusion Committee (EDIC), which comprises membership of all the diversity networks including the Gender, Disability and Anti-Racism Networks. This is a targeted activity for our Gender Equality Plan, Race Equality Charter Action Plan and will be part of our Disability Action Plan.

5.46 We have and will continue to prioritise our review of the pay differentials of Senior Managerial staff to ensure that any differences are not due to gender. Coupled with analysis of each role to ensure that pay is appropriate, close attention will also be paid to the gender balance of the Senior Manager group.

5.47 We will continue the actions identified in the Athena Swan Charter Action Plan which forms the basis of our Gender Equality Plan and will be implementing measures to decrease the gap for female staff progressing to Senior Academic roles.

5.48 We are committed to addressing the gender, ethnicity and disability pay gap through a number of initiatives:

- Continue to holistically prioritise actions deriving from Athena Swan, Race Equality Charter and the Disability Action Plans with an intersectional lens to move forward with addressing action points using a workstream approach; and report on the progress
- Implement a new career pathway for education and developing positive action initiatives for career development so that we address any barriers for women, 'BAME', and disabled academics
- Review professional service staff routes for progression
- Following the feedback received from our Disability Confident re-submission, map across gaps identified via the updated action plan to address areas of improvement.

## **6. Sexual Orientation**

6.1 The University introduced monitoring based on sexual orientation for all staff in 2012. The information provided in Appendix 24 demonstrates a snapshot of data held on sexual orientation with 86% of staff declaring their sexual orientation. It should be noted that 7% of staff have declared themselves as having a sexual identity other than heterosexual (which is declared as 75%), and 14% have declined to declare.

## **7. Religion or Belief**

7.1 The University introduced monitoring based on Religion and Belief for all staff in 2012. The University continues to take steps to provide an inclusive approach to religion or belief for staff and students. For many staff and students, their religious beliefs are accommodated within existing institutional practices. However, it is important that the University maintains a balanced and inclusive approach to all religions or beliefs including non-belief. The data provided in Appendix 25 is indicative of declarations given since monitoring of religion and belief was introduced by HESA in 2012.

7.2 It should be noted that of the 85.5% who have declared their religion or belief, the most significant group is those who identify as 'No Religion' at 33%, followed by those who identify as 'Christian' at 30%. The increase in declarations is primarily due to the e-recruitment system requiring all applicants to complete the equalities information including internal candidates who may not have declared previously.

## **8. Our Students**

8.1 In 2024/25 the total number of students studying in London was 14,165 and 73% of these were 'BAME', a decrease of 4% on last year. The gender split of our students this year was 57% female, 42% male and 1% other, which is a decrease of 1% for females in comparison to last year. 46% of our full-time students were aged under 21, which is a decrease of 12% on last year. The percentage of students declaring a disability increased to 17%, a 4% increase from last year (Appendix 28).

## **9. Student Wellbeing**

9.1 Middlesex University has consistently offered a wide array of mental health and wellbeing support services, including individual counselling and therapeutic mental health support.

Students have also benefitted from the expertise of mental health advisors, specialist mentors, disability advisors, and the Neurodiversity team.

- 9.2 The University continues to collaborate with external partners to ensure students have access to emotional and mental health support. *Spectrum.Life* supports our service to reduce student waiting times and increase access to therapists from diverse backgrounds by providing a counselling overflow service. Additionally, Optivo offers 24/7 access to counselling and support lines for students in residence halls.
- 9.3 Change, Grow, Live, a national health and social care charity which helps people with challenges including drugs and alcohol, housing, justice, health and wellbeing, opened a weekly drop-in clinic on campus. The support has been available to students every Friday from 12 to 2pm since October 2023.
- 9.4 Students with specific learning differences who are applying for support through the Disabled Students' Allowances have had access to part-funded diagnostic assessments. This year, these assessments were offered remotely, making the service more accessible.
- 9.5 The Disability and Dyslexia Service continued to run workshops for students with ADHD and Autism. The Counselling and Mental Health team continued to facilitate the trainee counselling program, which supports students from other universities in training to become counsellors and provides additional resources for the service.
- 9.6 Based on student feedback and a service review, the Counselling and Mental Health team implemented a new appointment booking system which is more accessible for students. Following this change, there was a 67% increase in appointment bookings compared to the previous year (Sept-Dec 2024). The Counselling and Mental Health team, alongside Health Promotion team have delivered embedded wellbeing/mental health workshops within academic programmes. These changes have significantly reduced the counselling waiting list.
- 9.7 Following the introduction of a disclosure-based Learning Support Plan, the proportion of disabled students receiving support increased by 67%.
- 9.8 The Counselling & Mental Health Service and Disability and Dyslexia Service reviewed and changed the way we use our database system which now allows us to report on demographic details of students accessing services, which will help us identify gaps in our offer and adapt to ensure we are providing inclusive student support.

9.9 As part of the forthcoming Professional Services restructure in July 2025, the structures within Student Support are set to change significantly for the academic year 2025/26 to better meet student need.

## **10. Actions – 2025/26 and onwards**

10.1 The Equality, Diversity and Inclusion priorities will be reviewed during 2025/26 to align with the new People Strategy to ensure that it reflects Middlesex University's Strategy 2031 and focus on EDI. Work will be done to align and consolidate our Gender, Race, LGBT+ and Disability Action Plans to ensure an intersectional and multi-faceted approach to embedding equality. The revised priorities will continue to be monitored for progress by the Equality, Diversity and Inclusion Committee and key outputs during 2025/26 will include:

- Build on current performance against the sector in respect of our mean Gender Pay Gap.
- Completion and submission of the Athena Swan Silver Award application by July 2026.
- Continue with Athena Swan/ Gender Equality action plan commitments and implement action points, ensuring they are measured for effectiveness e.g. improved engagement feedback, improved gender pay gap data, improved career progression/ promotion routes for academic and professional services staff.
- Continue voluntary Ethnicity and Disability Pay Gap reporting
- Continue the Race Equality Charter Action Plan implementation following the Bronze award.
- Building on the success of the Diversifying Leadership Programme run by Advance HE, hold follow-up communities of practice (COP) sessions with successful participants.
- Address gaps identified in the Disability Confident submission feedback, and align and update staff and student actions to the Disability Action Plan
- Launch the Dignity at Work Adviser scheme to provide impartial and confidential advice to support staff with issues/concerns regarding harassment, bullying or victimisation within the framework of the University's Dignity at Work and Equality and Diversity Policy.
- Develop the competencies of managers in respect of undertaking EIAs on changes to practice i.e. major change to ensure that the impacts are communicated and managed.

## Section 4 – Appendices

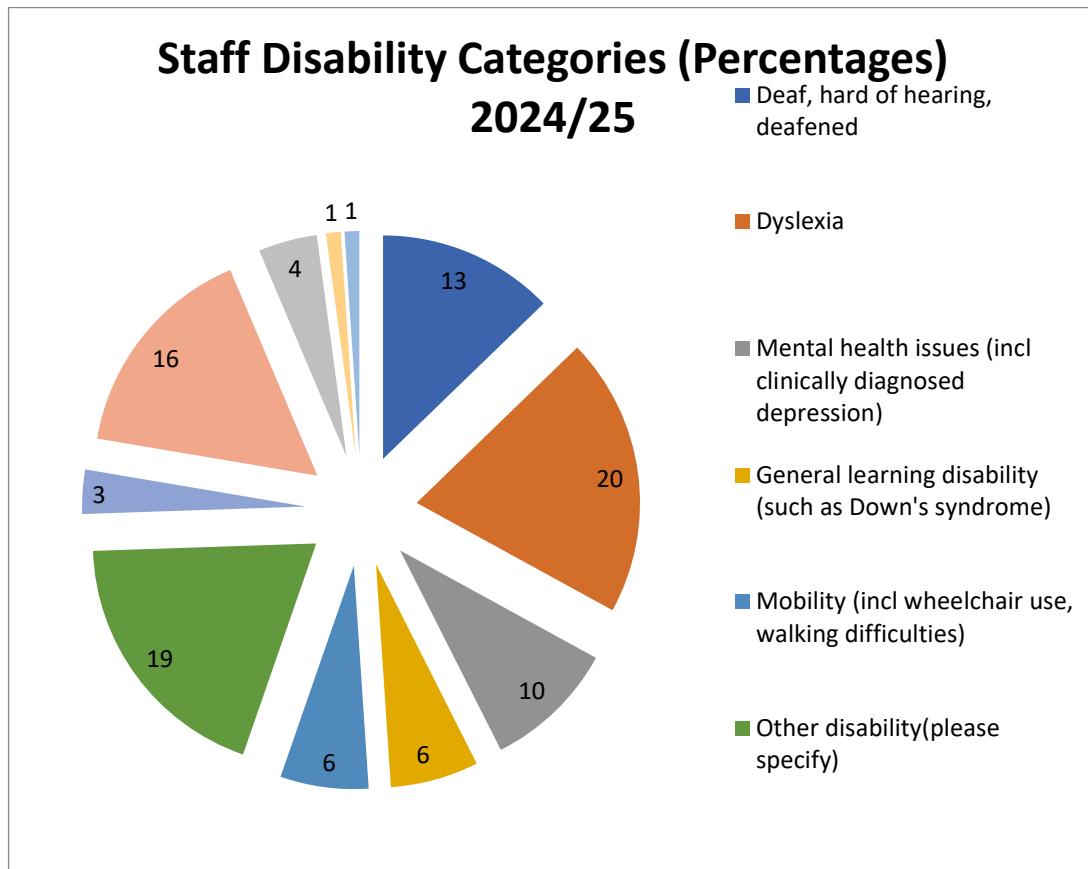
### 1. Staff Profile 2024/25

The table below shows the diversity profile of all staff employed by the University as at 30 June in each year.

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>All Staff</b>																
Disability	4.1%	4.3%	4.0%	3.6%	4.9%	3.8%	3.9%	3.5%	3.5%	4%	4%	5%	5%	5%	6%	7%
Women	57.6%	56.9%	56.7%	56.3%	56.0%	56.05	55.5%	56.4%	56.4%	57%	56%	57%	58%	58%	59%	58%
Ethnic Minority	22.7%	23.6%	24.0%	24.6%	25.3%	25.3%	25.5%	26.8%	28.4%	28%	29%	30%	31%	32%	34%	35%
Unknown Ethnicity	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0%	0%	0%	0%
<b>Senior Manager inc. Executive</b>																
Women	38.4%	36.2%	38.4%	37.9%	39.2%	39.7%	41.5%	39.7%	40.1%	34%	38%	41%	41%	44%	48%	47%
Ethnic Minority	10.5%	10.2%	10.7%	11.9%	13.4%	11.0%	11.3%	11.4%	14.4%	16%	17%	16%	15%	13.6%	17.5%	18%
Disability	2.9%	2.8%	3.2%	2.8%	4.1%	3.5%	3.6%	1.6%	3.0%	3%	3%	3%	3%	4.3%	8%	7%
<b>Academic</b>																
Women	52.9%	52.8%	52.8%	54.0%	53.9%	52.7%	51.7%	52.6%	52.9%	54%	53%	54%	56%	55.3%	55.9%	57%
Ethnic Minority	24.3%	25.2%	25.5%	25.5%	25.9%	25.8%	24.8%	25.5%	26.7%	27%	27%	28%	29%	30.2%	30.3%	34%

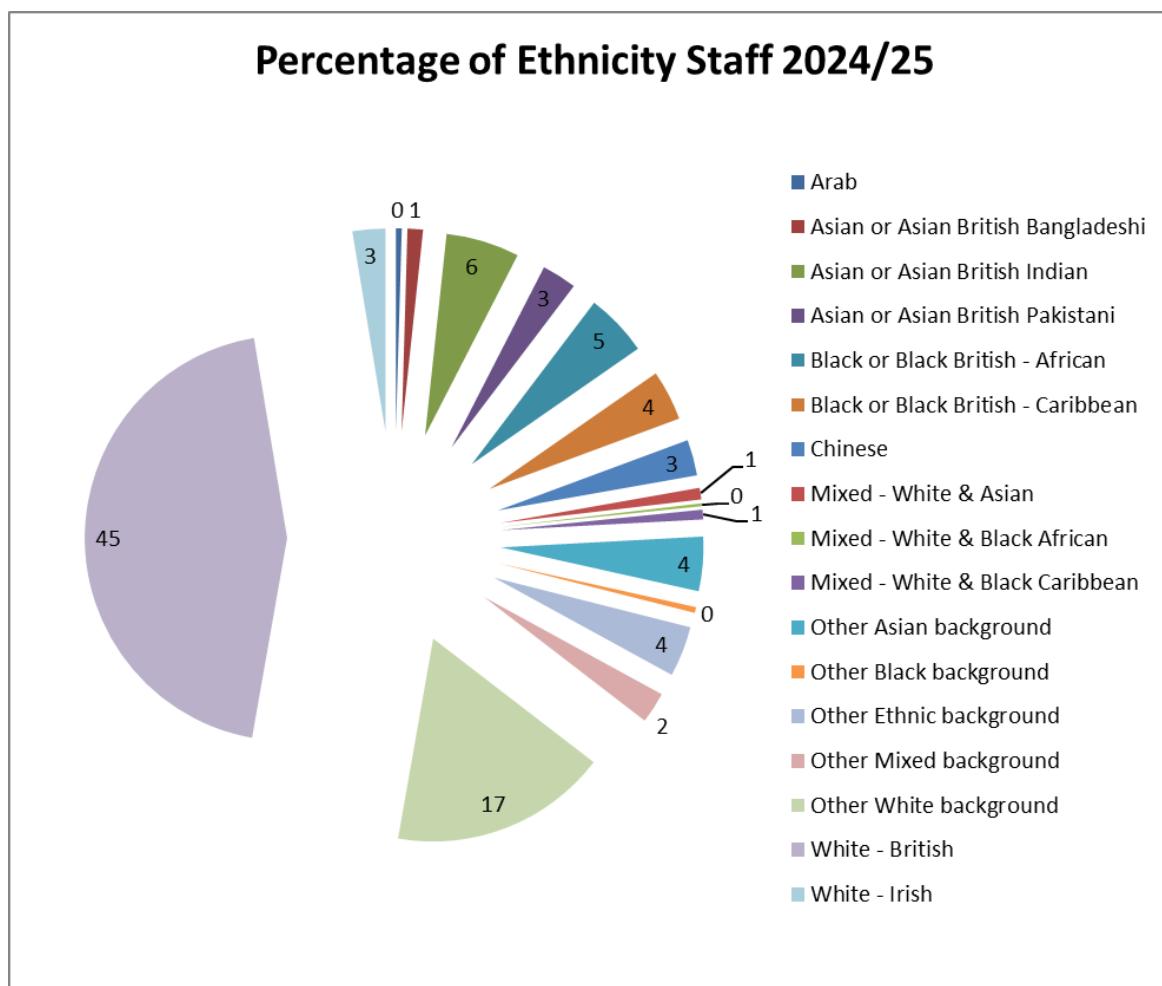
Disability	4.1%	4.4%	3.5%	3.2%	4.1%	3.6%	3.5%	1.6%	3.4%	4%	3%	4%	3%	4.2%	5.5%	6%
<b>Professional Services</b>																
Women	65.6%	64.9%	64.4%	63.5%	63.1%	63.8%	63.4%	64.6%	63.4%	65%	63%	62%	64%	63.3%	62.7%	61%
Ethnic Minority	22.9%	24.2%	25.3%	26.7%	27.6%	28.1%	29.4%	31.6%	32.9%	32%	34%	35%	36%	37.7%	37.8%	40%
Disability	3.7%	3.7%	4.1%	3.7%	5.6%	3.7%	3.9%	1.5%	3.8%	5%	5%	5%	6%	6.1%	7.2%	8%

## 2. Staff Disability Figures declared 2024/25



### 3. Staff Ethnicity Profile 2024/25

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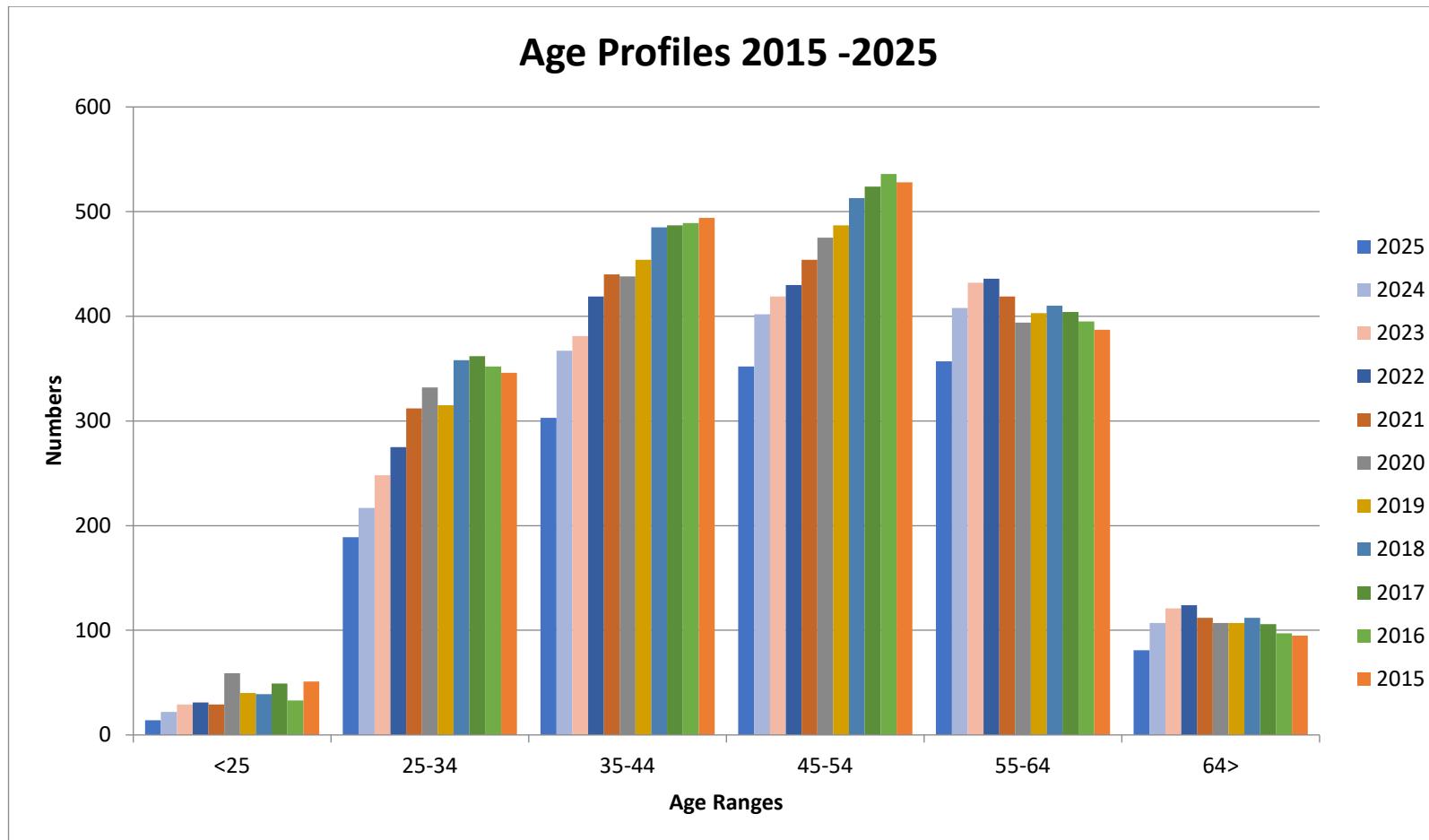


#### 4. Staff Ethnicity Detail

Category	Number	%
'BAME'	459	35
White	837	65

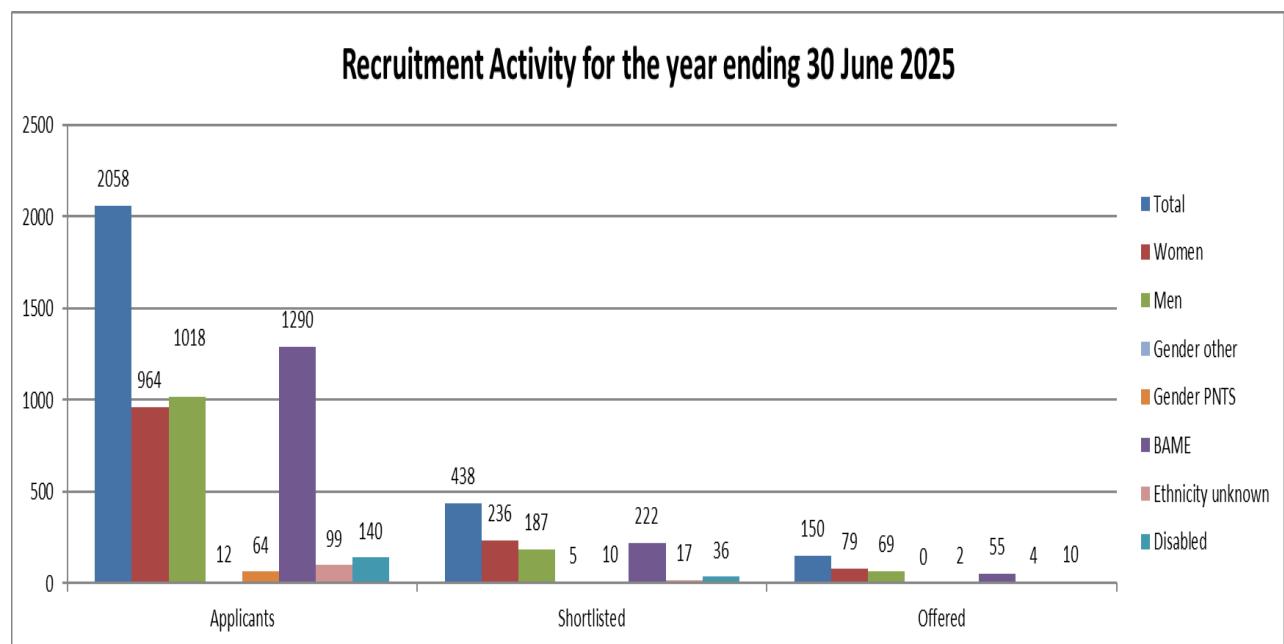
Staff Ethnicity Profile 2024/25	Numbers	%
Arab	6	0
Asian or Asian British Bangladeshi	16	1
Asian or Asian British Indian	76	6
Asian or Asian British Pakistani	36	3
Black or Black British - African	65	5
Black or Black British - Caribbean	52	4
Chinese	37	3
Mixed - White & Asian	12	1
Mixed - White & Black African	3	0
Mixed - White & Black Caribbean	10	1
Other Asian background	56	4
Other Black background	6	0
Other Ethnic background	52	4
Other Mixed background	32	2
Other White background	225	17
White - British	578	45
White - Irish	34	3

## 5. Age Profiles 2015 to 2025



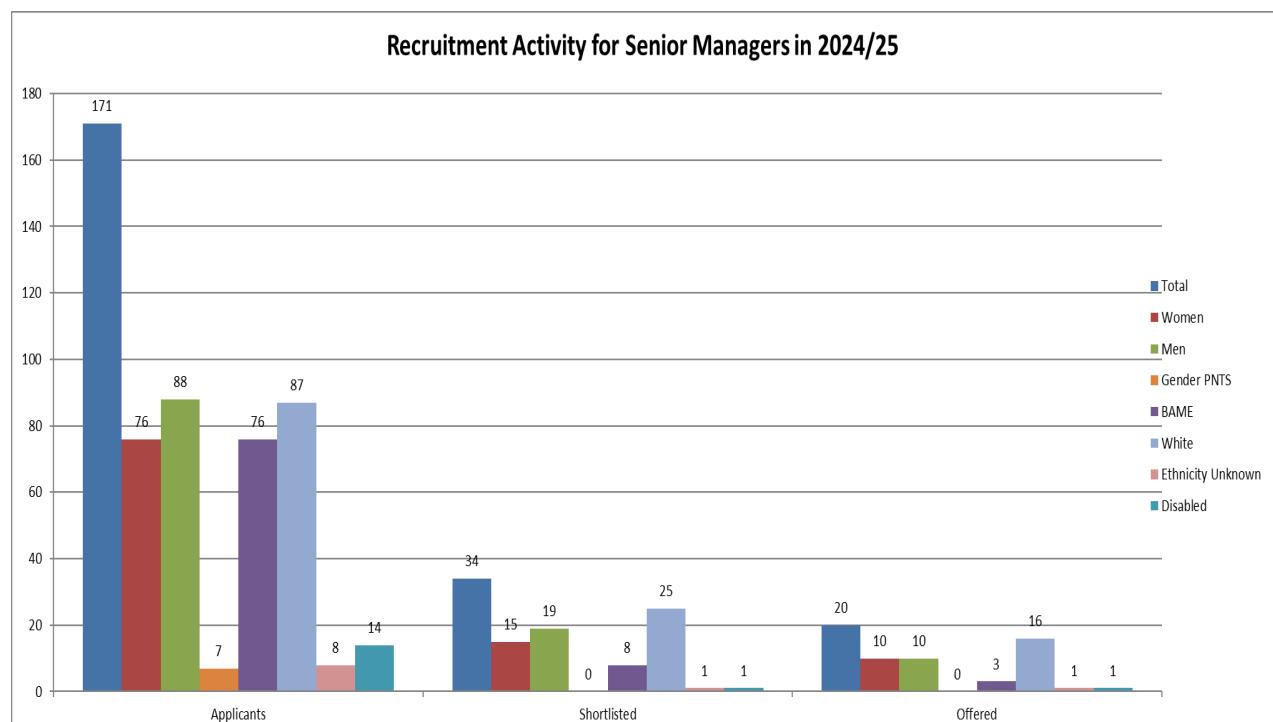
## 6. Staff Recruitment - Yearly summary of applicants equal opportunities profile

\*PNTS Prefer not to say



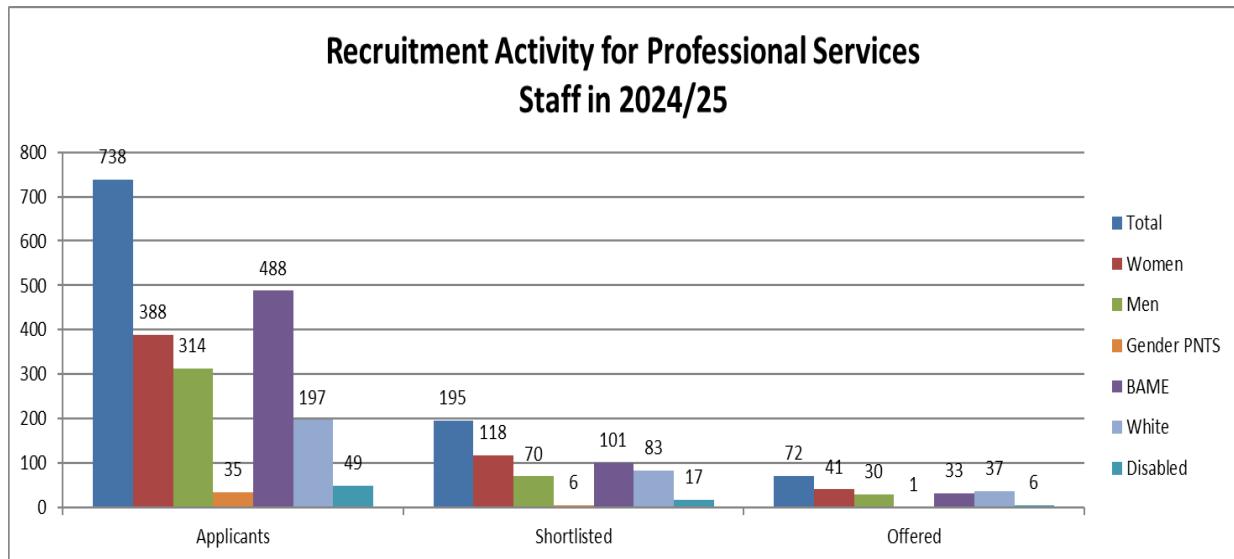
## 7. Recruitment Activity for Senior Managers 2024/25

\*PNTS Prefer not to say



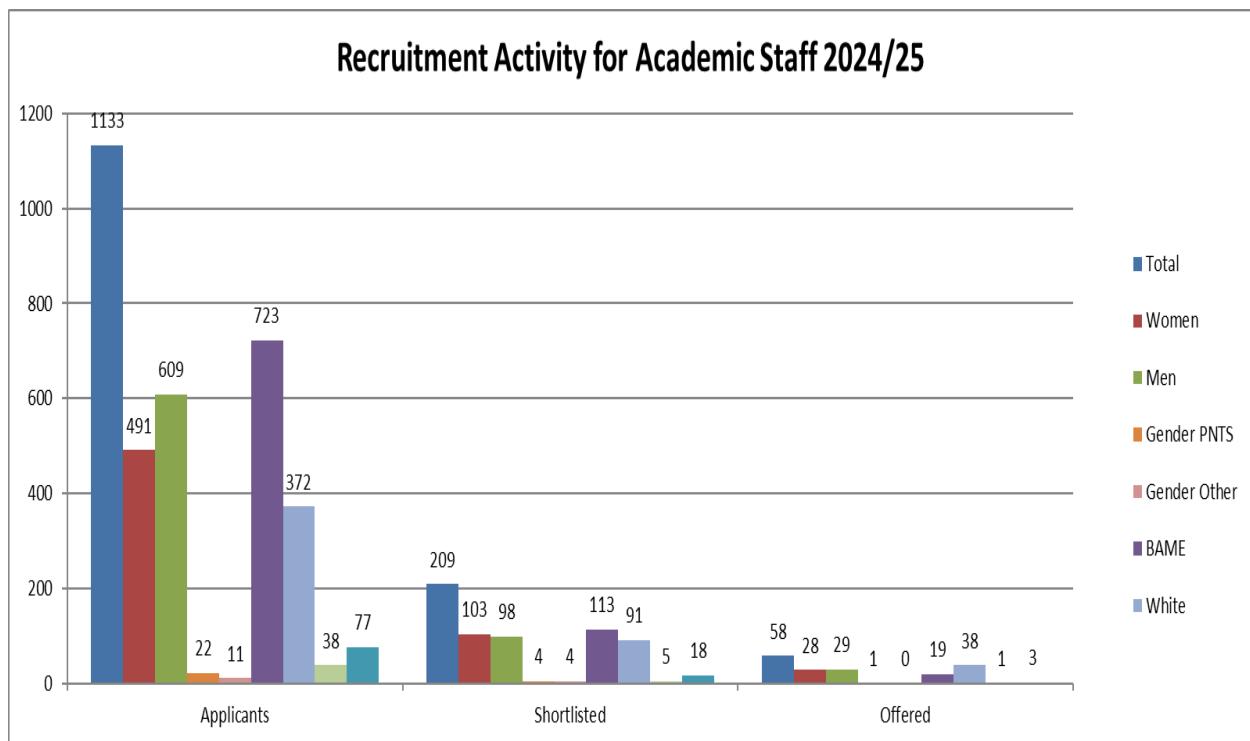
## 8. Recruitment for Professional Services 2024/25

\*PNTS Prefer not to say

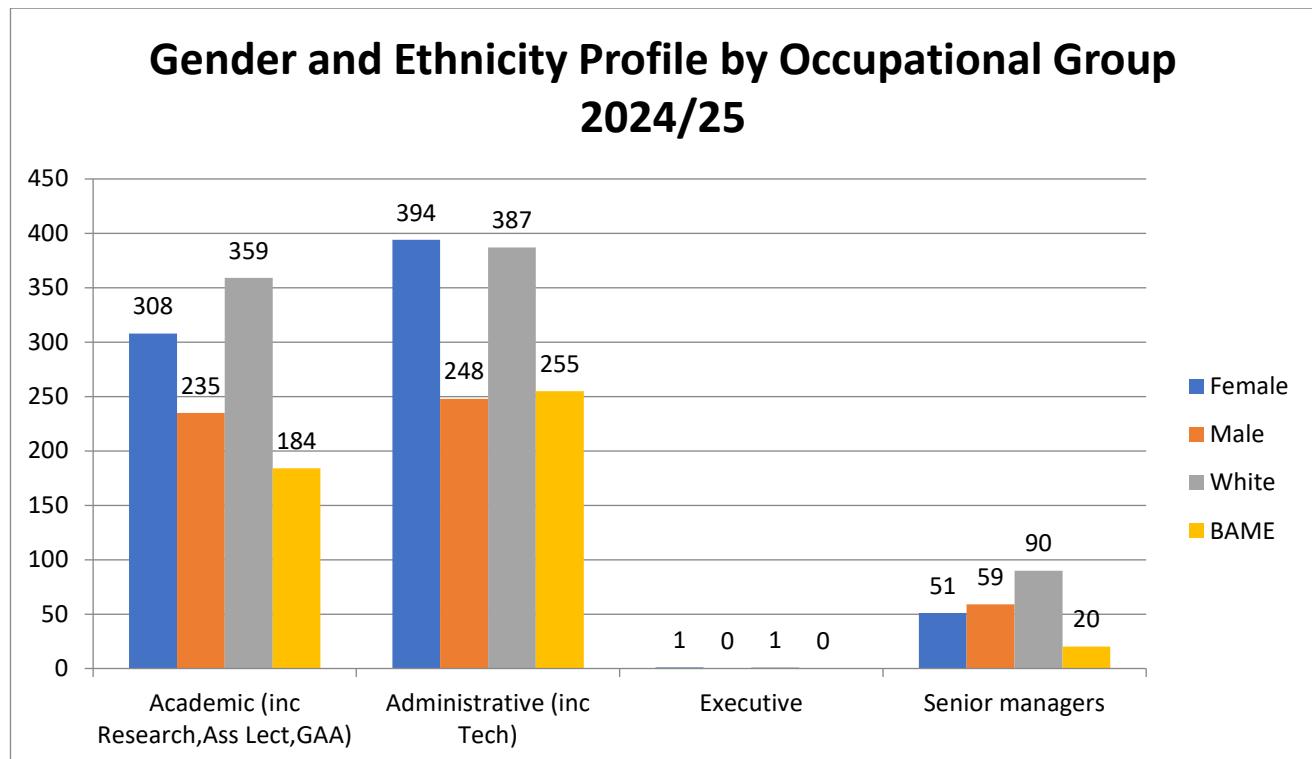


## 9. Recruitment Activity for Academic Staff 2024/25

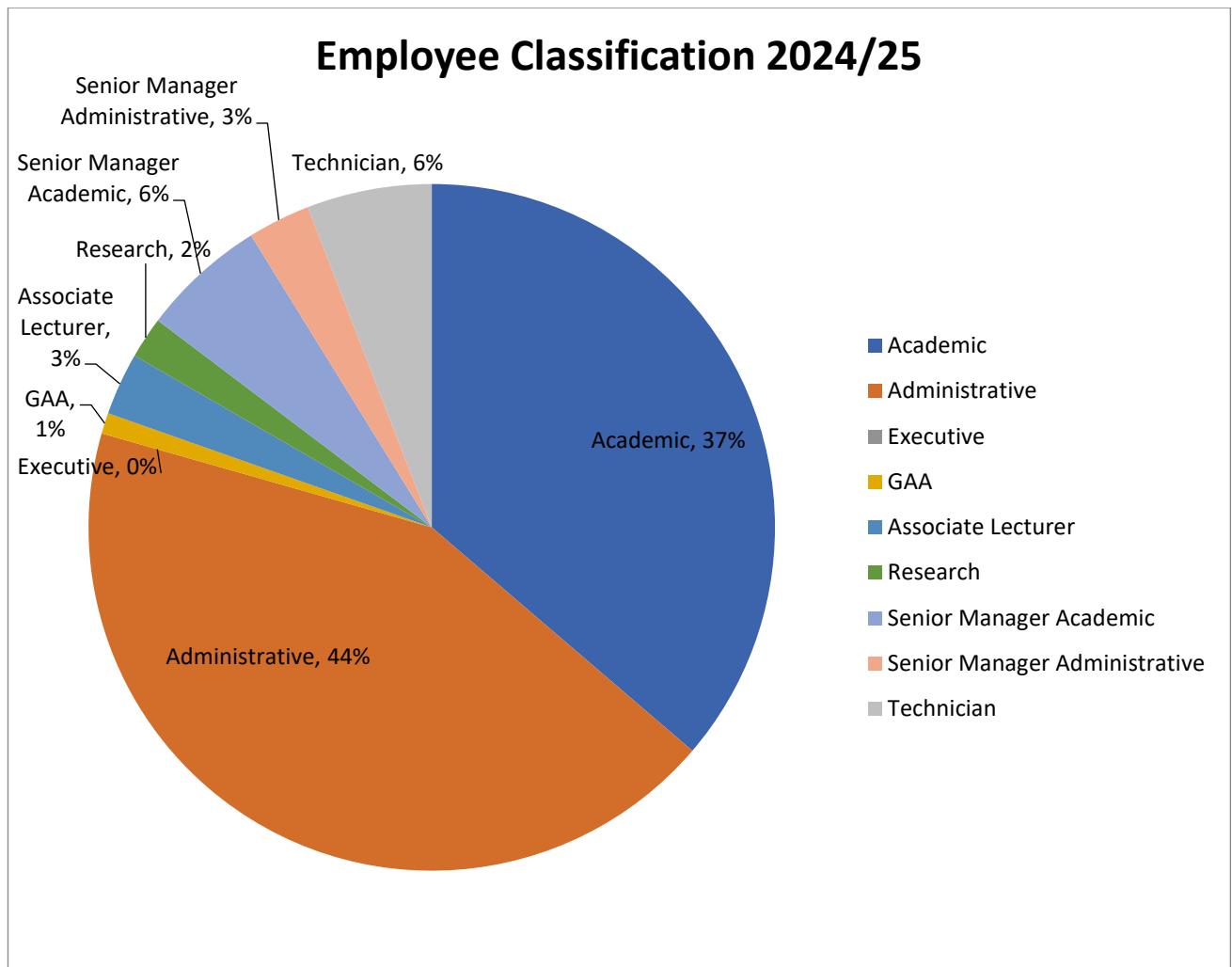
\*PNTS Prefer not to say



## 10. Staff Gender and Ethnicity Profile by Occupational Group

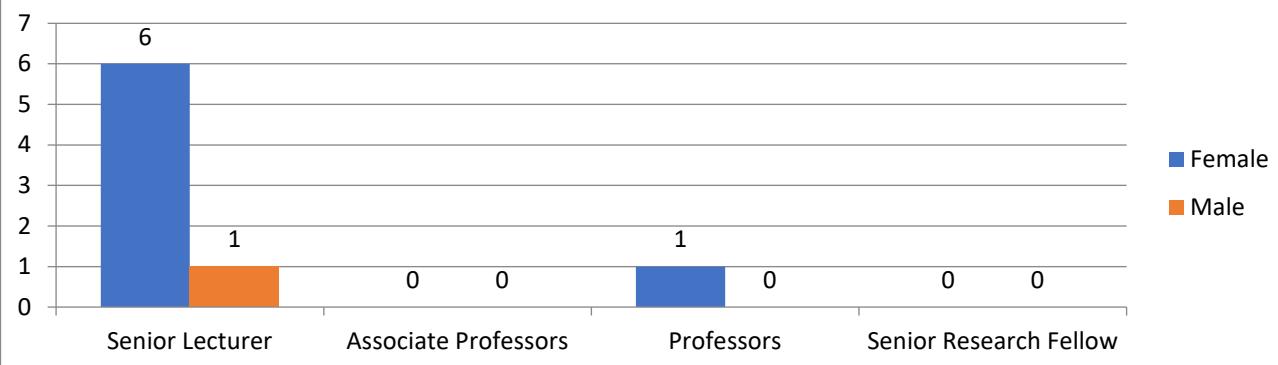


11. Staff profile by Job category



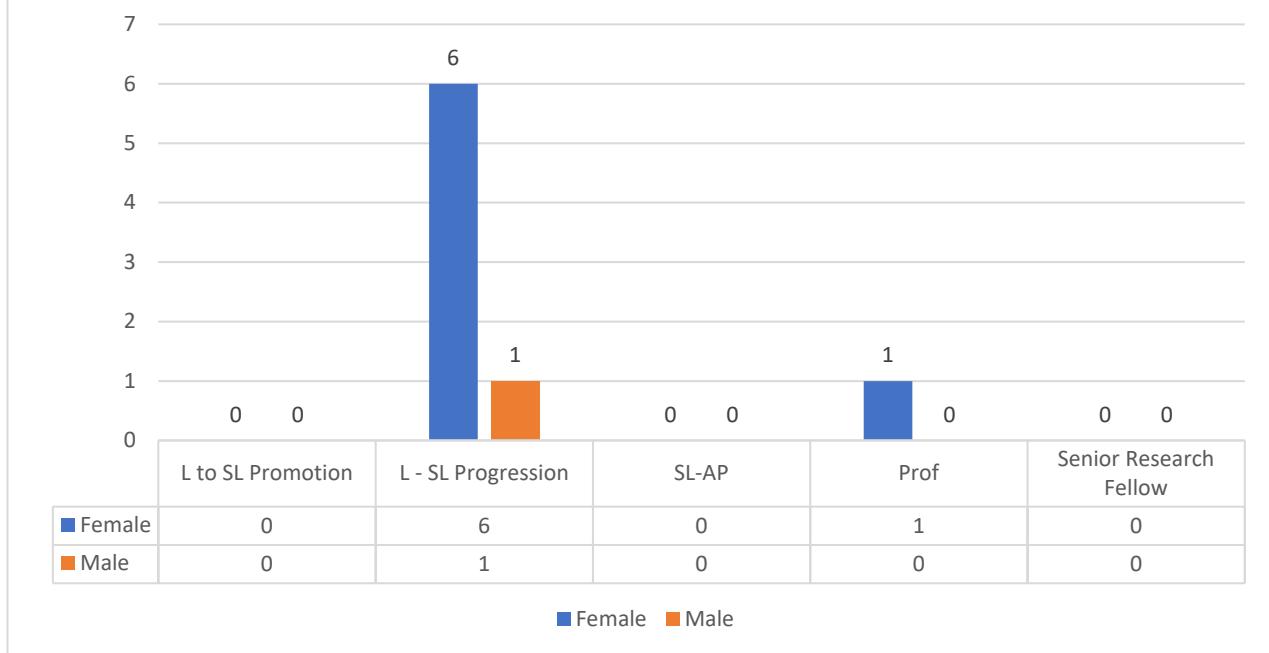
**12. Promotions/Progression – Gender Split 2024/25**

**Promotions/Progression Gender split 2024/25**

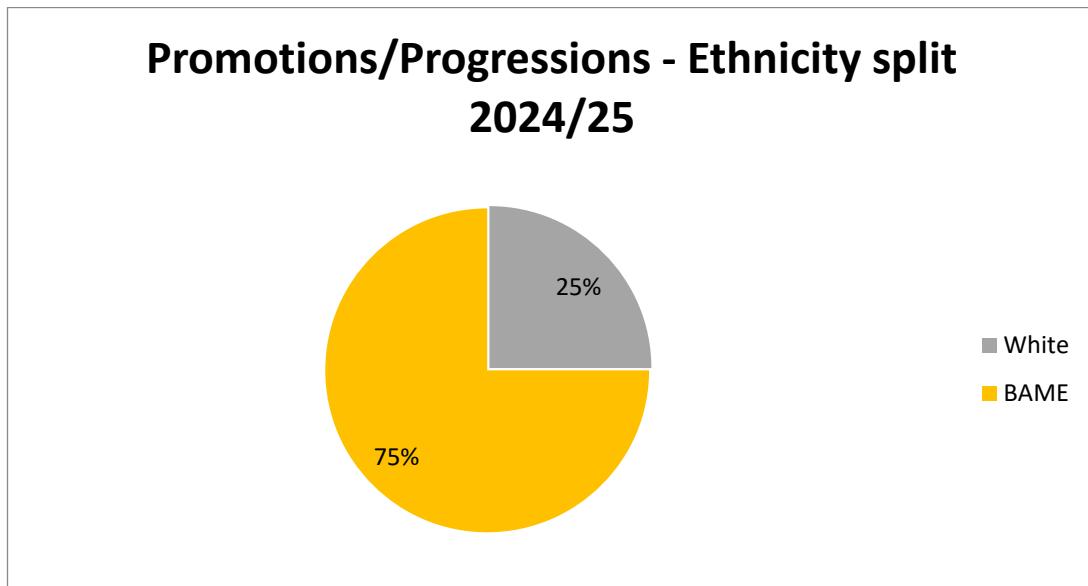


**13. Progression/Promotions according to grade and gender split 2024/25**

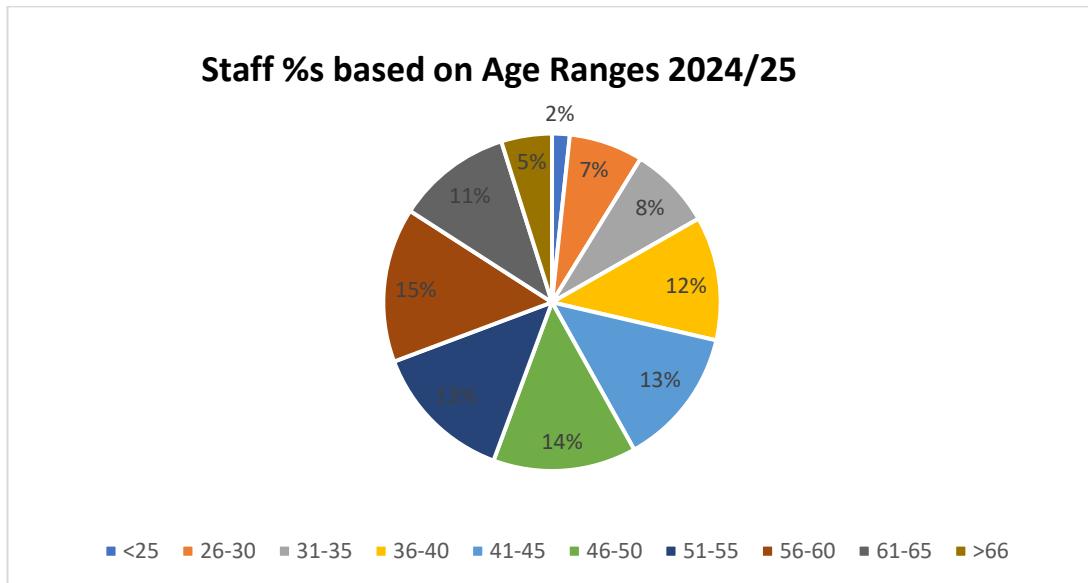
**Progression/Promotion by Gender 2024/25**



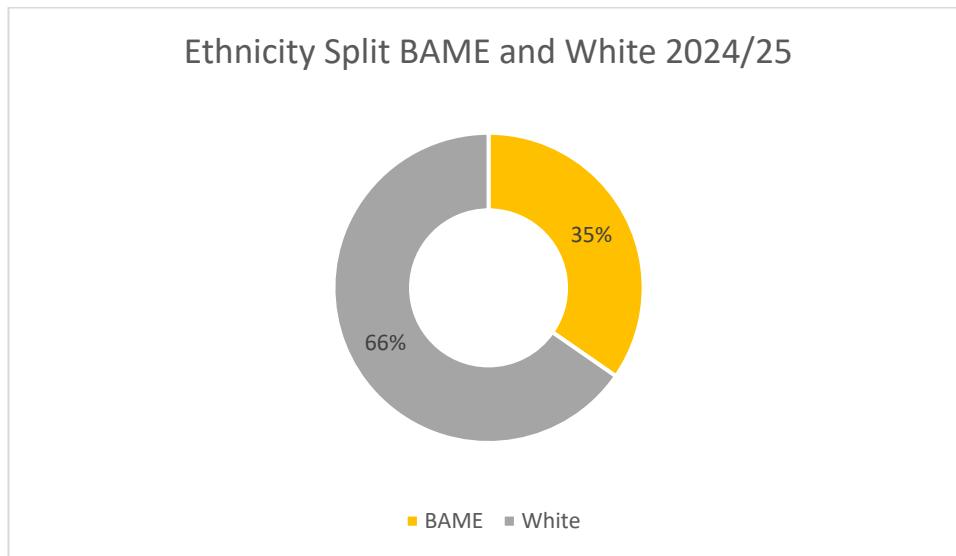
**14. Promotions from L to SL - Ethnicity**



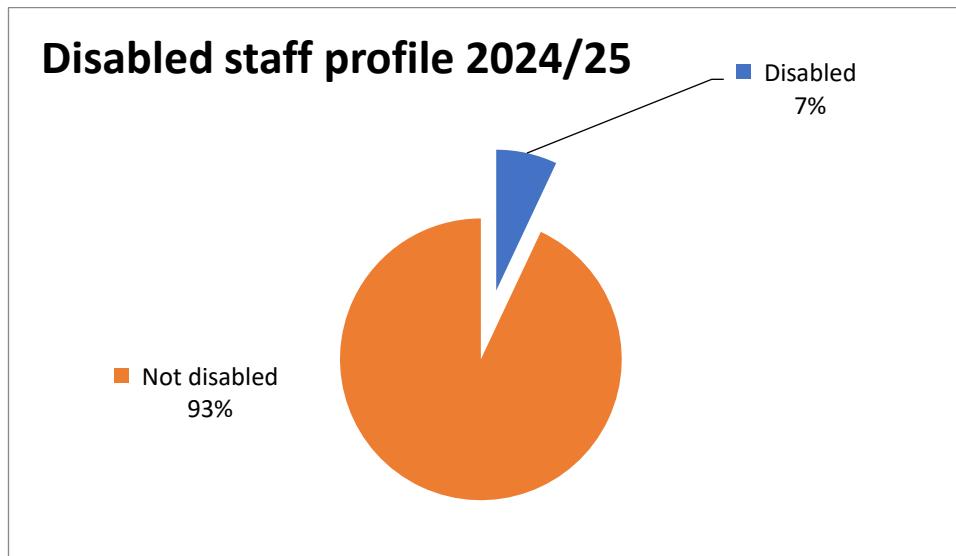
**15. Staff %s based on Age Ranges 2024/25**



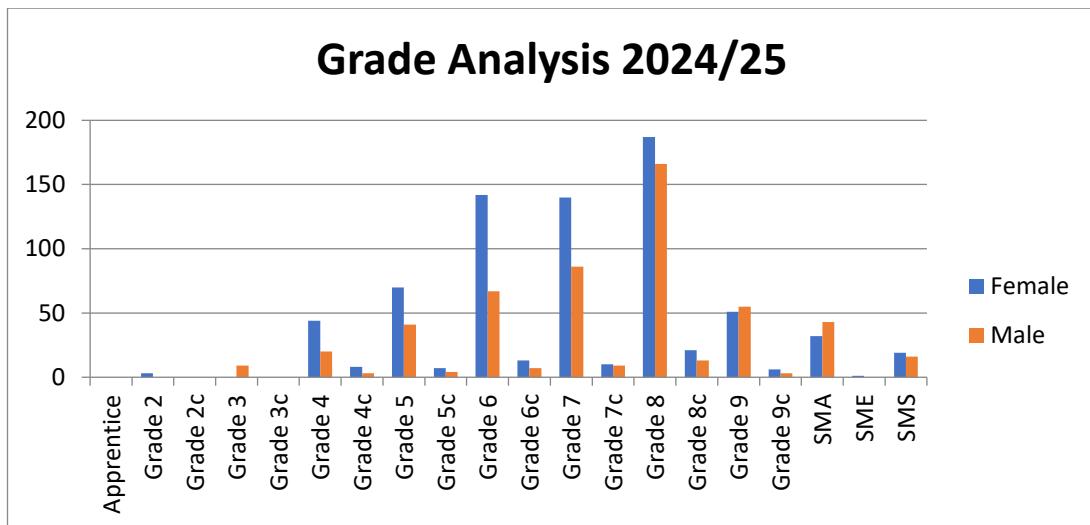
**16. Ethnicity Split 'BAME'/White 2024/25**



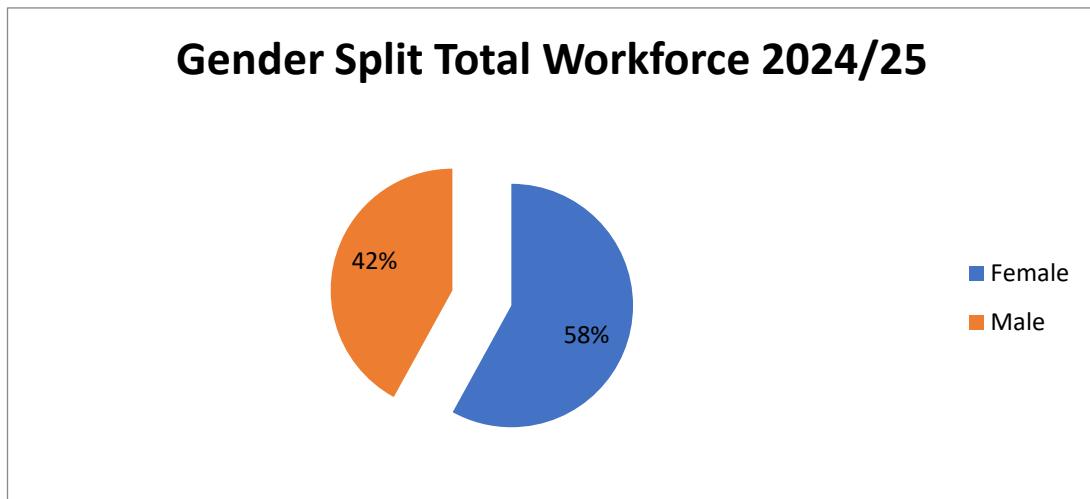
**17. Disabled Staff Profile 2024/25**



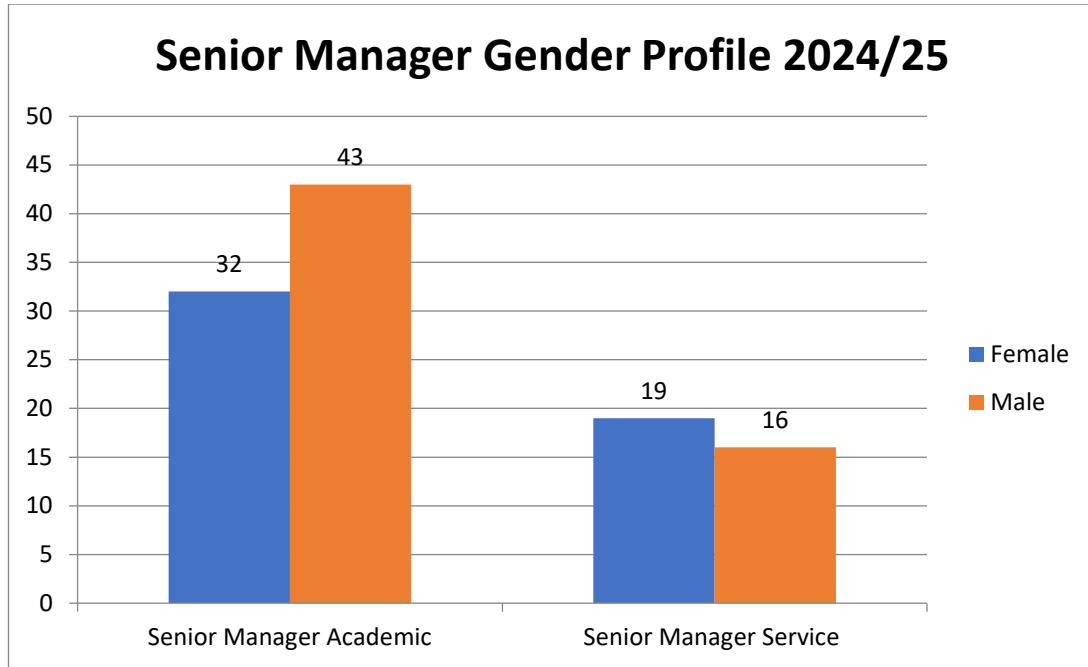
18. Grade Analysis 2024/25



19. Gender Split Total Workforce 2024/25



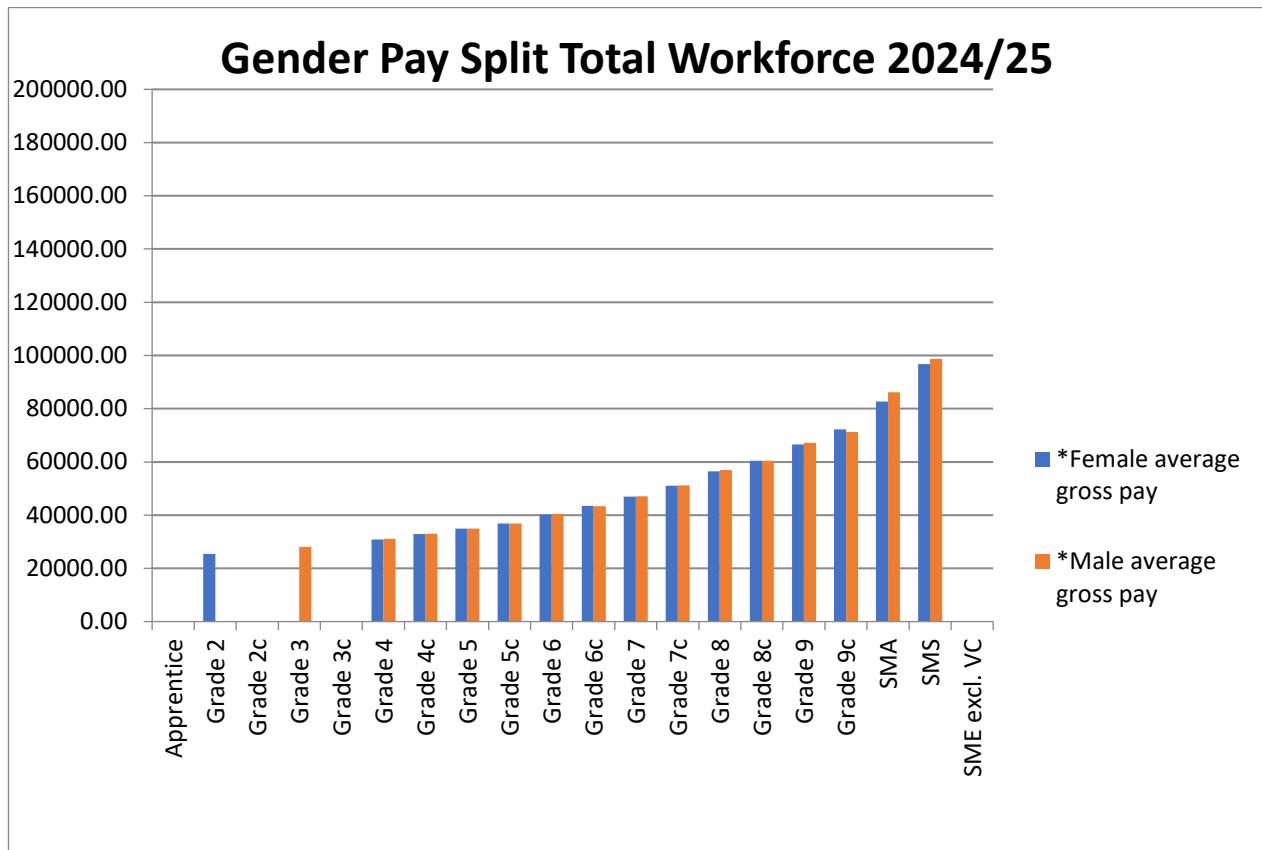
**20. Senior Manager Gender Profile 2024/25**



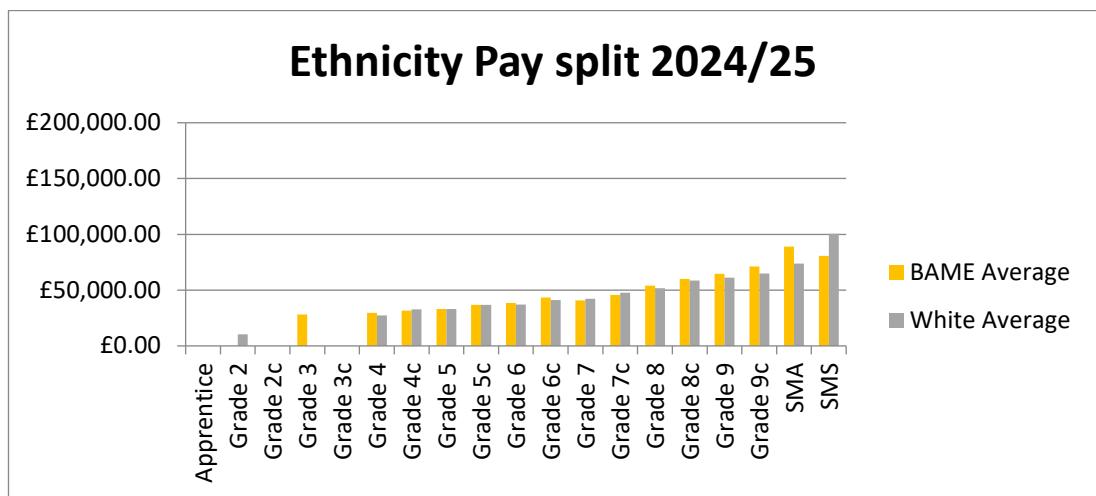
**21. Gender Pay split all grades excluding the Vice-Chancellor**

Grade	*Female average gross pay	*Male average gross pay	difference	% differential
Apprentice	0.00	0.00	0.00	0.0
Grade 2	25478.45	0.00	25478.45	0.0
Grade 2c	0.00	0.00	0.00	0.0
Grade 3	0.00	28034.33	-28034.33	-100.0
Grade 3c	0.00	0.00	0.00	0.0
Grade 4	30859.32	31035.15	-175.83	-0.6
Grade 4c	32880.84	32950	-69.16	-0.2
Grade 5	34871.35	34916.43902	-45.09	-0.1
Grade 5c	36841.00	36841	0.00	0.0
Grade 6	40192.99	40502.97539	-309.98	-0.8
Grade 6c	43481.42	43373.71429	107.71	0.2
Grade 7	46997.32	47078.41881	-81.10	-0.2
Grade 7c	51008.91	51171.33333	-162.43	-0.3
Grade 8	56429.95	56941.10241	-511.16	-0.9
Grade 8c	60376.29	60399.07692	-22.79	0.0
Grade 9	66567.00	67203.43636	-636.44	-0.9
Grade 9c	72263.00	71238	1025.00	1.4
SMA	79601.82	86176.28	-6574.46	-7.6
SMS	89271.33	90637.19	-1365.86	-1.5
SME excl. VC	136800.00	155000.00	-18200.00	-11.7

**22. Equal Pay details – Gender Differentials – separated contribution pay range**

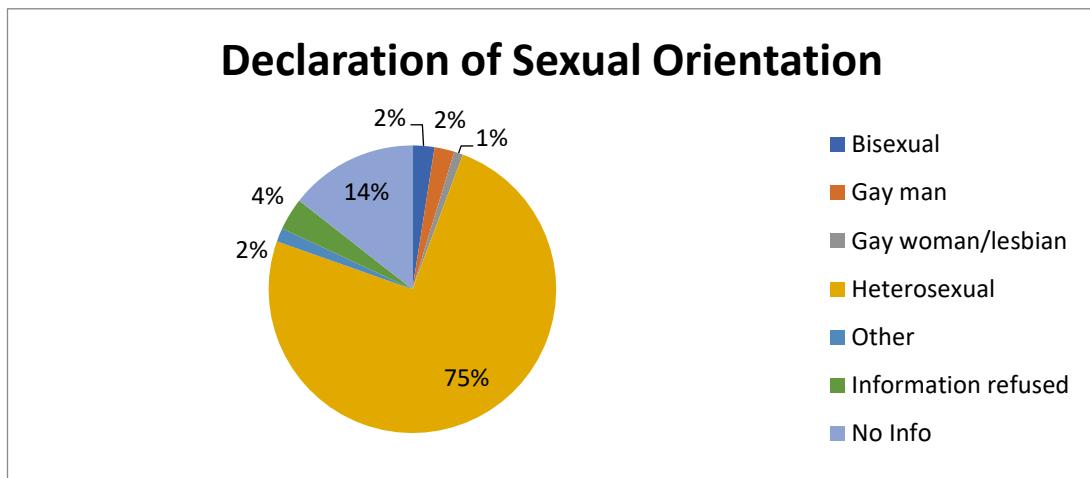


**23. Equal pay details - Ethnicity Differentials**

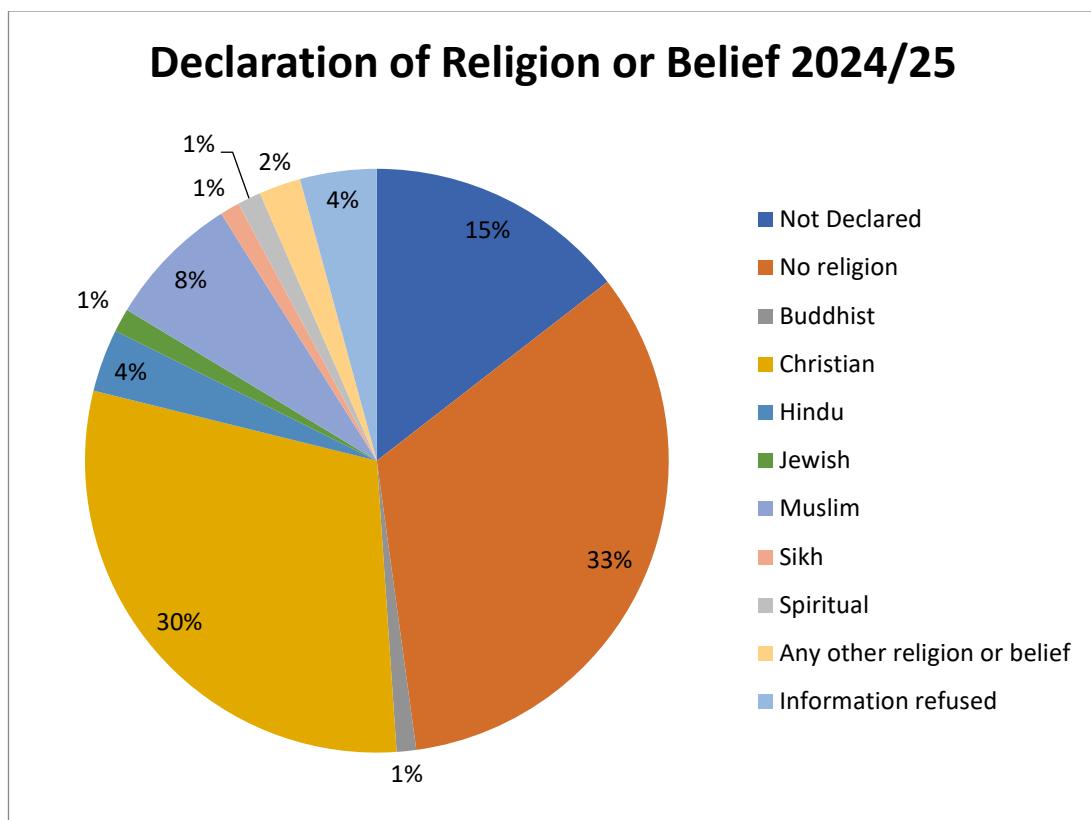


Grade	BAME Average	White Average	difference	% differential
Apprentice	£0.00	£0.00	£0.0	0.0
Grade 2	£0.00	£10,276.40	-£10,276.4	-100.0
Grade 2c	£0.00	£0.00	£0.0	0.0
Grade 3	£28,157.00	£0.00	£28,157.0	0.0
Grade 3c	£0.00	£0.00	£0.0	0.0
Grade 4	£29,708.27	£27,233.98	£2,474.3	9.1
Grade 4c	£31,614.49	£32,668.00	-£1,053.5	-3.2
Grade 5	£33,134.67	£32,934.74	£199.9	0.6
Grade 5c	£36,841.00	£36,841.00	£0.0	0.0
Grade 6	£38,592.44	£37,212.07	£1,380.4	3.7
Grade 6c	£43,401.67	£41,219.08	£2,182.6	5.3
Grade 7	£40,723.02	£42,238.78	-£1,515.8	-3.6
Grade 7c	£45,808.02	£47,720.81	-£1,912.8	-4.0
Grade 8	£54,080.76	£51,562.31	£2,518.5	4.9
Grade 8c	£60,131.00	£58,656.47	£1,474.5	2.5
Grade 9	£64,578.04	£61,047.61	£3,530.4	5.8
Grade 9c	£71,238.00	£64,846.34	£6,391.7	9.9
SMA	£89,088.47	£73,686.88	£15,401.6	20.9
SMS	£80,602.94	£100,460.68	-£19,857.7	-19.8

#### 24. Sexual Orientation percentage of declaration



25. Religion or Belief percentage of declaration



## 26. The Employee Assistance Programme usage

Presenting Issue	2020/21	2021/22	2022/23	2023/24	2024/25
Family, Relationship & Divorce	4	22	15	26	6
Stress	-	-	11	7	10
Work-Related Stress	9	11	6	2	4
Work-Related Issue	-	-	3	1	4
Anxiety / Worry	17	15	8	25	15
Depression & Mood	6	8	7	8	9
Physical Health	4	9	10	-	8
Traumatic Incident	-	-	3	-	-
Bereavement	5	6	-	-	5
Personal Issue	4	4	-	-	-
General EAP Benefit	3	1	-	-	2
Alcohol Addiction	-	1	-	-	-
Legal	2	4	-	5	4
Financial	1	3	-	3	4
Career Advice	-	7	-	5	2
<b>Total</b>	<b>55</b>	<b>91</b>	<b>63</b>	<b>82</b>	<b>73</b>

### Gender

Gender	2020/21	2021/22	2022/23	2023/24	2024/25
<b>Female</b>	87%	74%	73%	76%	65%
<b>Male</b>	6.5%	25%	27%	18%	23%
<b>Other</b>	6.5%	1%	-	6%	12%

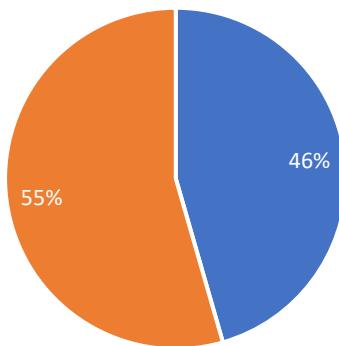
**27. Referrals to Occupational Health Services (OHS)**

<b>OH Medicals</b>	<b>19/20</b>	<b>20/21</b>	<b>21/22</b>	<b>22/23</b>	<b>23/24</b>	<b>24/25</b>
Mental Health home-related stress	3	6	4	2	8	2
Mental Health work-related stress	7	11	5	4	2	4
Mental Health combination of stress	18	23	19	22	13	6
Musculoskeletal not work-related	0	4	5	2	11	4
Musculoskeletal part work-related	2	2	3	2	6	0
Long Covid	0	3	7	2	1	1
Other	33	23	22	26	33	20
<b>Total Referrals</b>	<b>63</b>	<b>72</b>	<b>65</b>	<b>62</b>	<b>74</b>	<b>37</b>

## 28. Student Profile

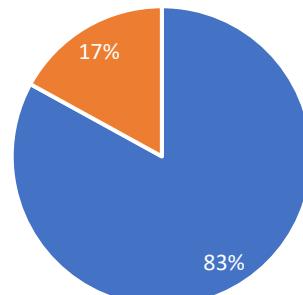
Student Age Profile  
2024-2025

■ Under 21 ■ Mature 21+



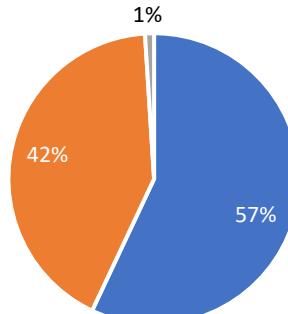
Student Disability Profile 2024-2025

■ No reported Disability  
■ Reported Disability



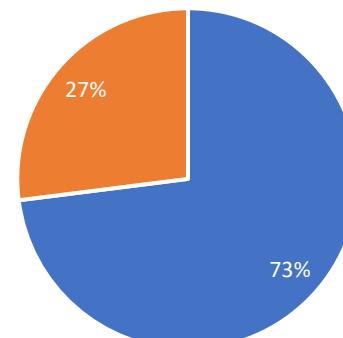
Student Gender Profile 2024-2025

■ Female ■ Male ■ Other



Student Ethnicity Profile 2024-2025

■ White ■ BAME



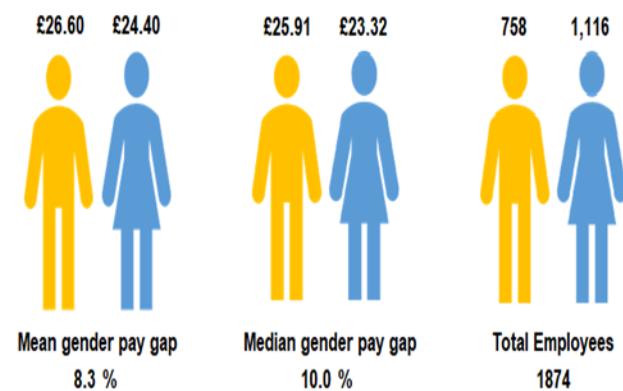
\* Bonus is a government term for one off consolidated payment

## 29. Gender Pay Gap

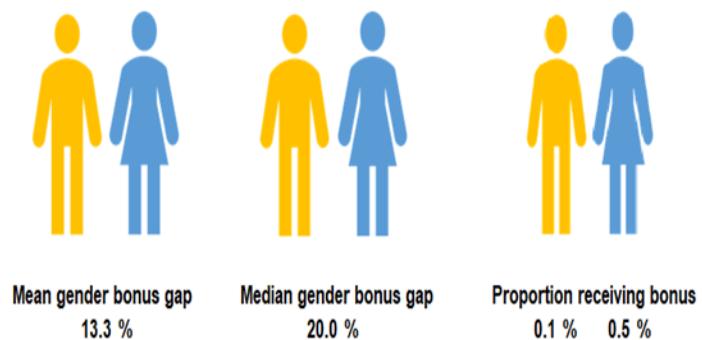
### Middlesex University and MU Services Ltd All Staff Gender Pay Gap Reporting 31st March 2025

Includes Hourly Paid & Students

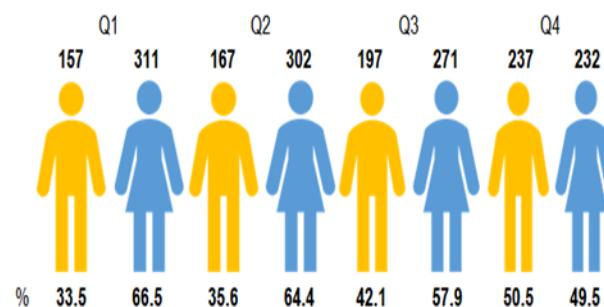
The Mean and Median gender pay gap - based on an hourly rate of ordinary pay



The Mean and Median bonus gender pay gap and the proportion of males and females receiving a bonus payment



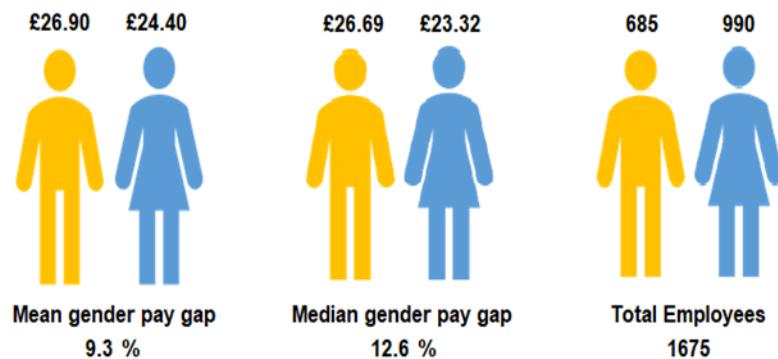
The proportion of males and females in each hourly rate quartile pay band %



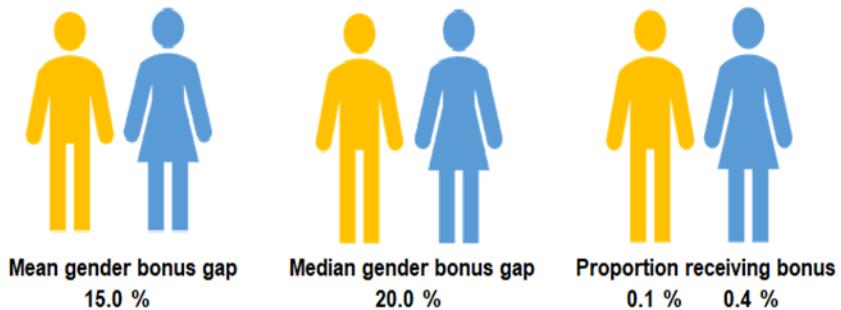
# Middlesex University All Staff Gender Pay Gap Reporting 31st March 2025

Includes Students and excludes MU Services Ltd staff

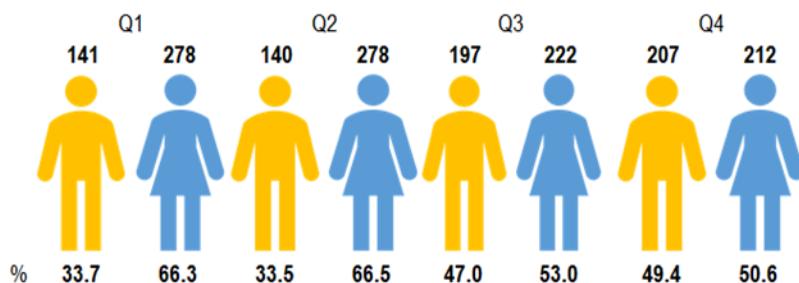
The Mean and Median gender pay gap - based on an hourly rate of ordinary pay



The Mean and Median bonus gender pay gap and the proportion of males and females receiving a bonus payment



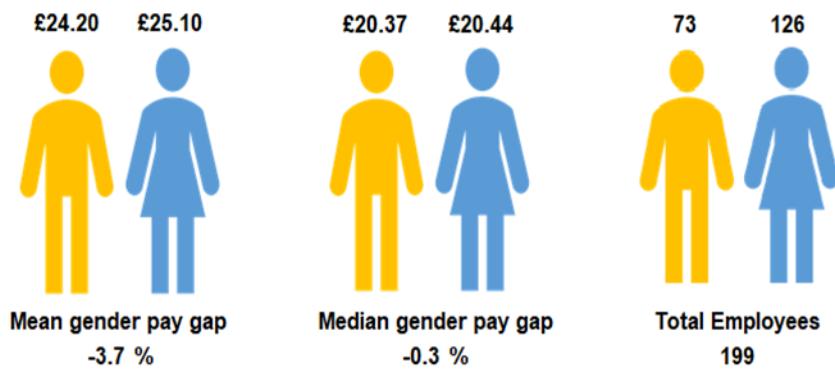
The proportion of males and females in each hourly rate quartile pay band %



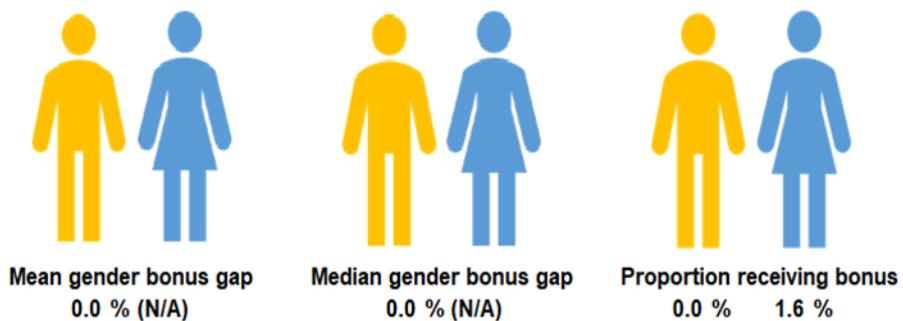
# MU Services Ltd All Staff Gender Pay Gap Reporting 31st March 2025

Excludes Middlesex University Core staff and Students

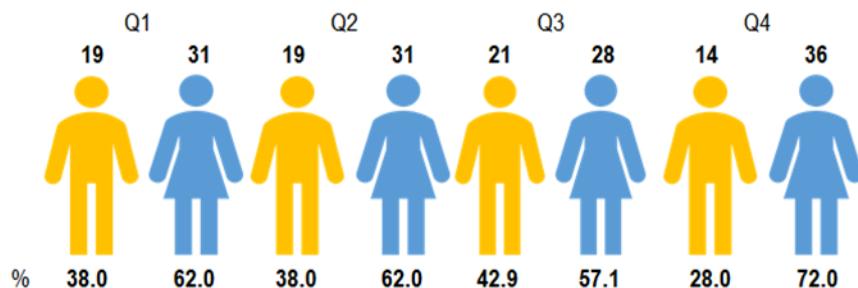
The Mean and Median gender pay gap - based on an hourly rate of ordinary pay



The Mean and Median bonus gender pay gap and the proportion of males and females receiving a bonus payment



The proportion of males and females in each hourly rate quartile pay band %



## 30. Ethnicity Pay Gap

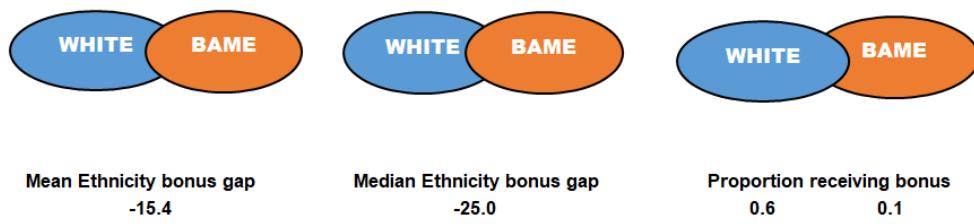
\*Includes MU Services Ltd.

### Middlesex University Core Staff Ethnicity Pay Gap Reporting 31st March 2025

The Mean and Median Ethnicity pay gap - based on an hourly rate of ordinary pay



The Mean and Median bonus Ethnicity pay gap and the proportion of BAME and White receiving a bonus payment



The proportion of BAME and White in each hourly rate quartile pay band

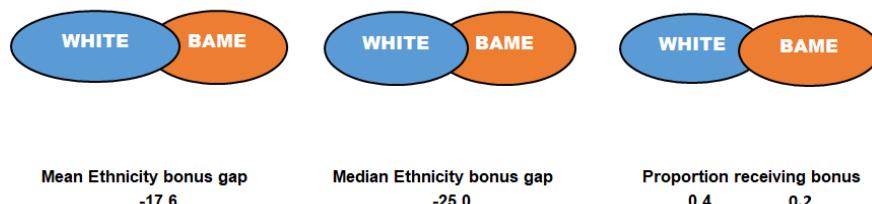


## Middlesex University Core Staff exc MUSL Ethnicity Pay Gap Reporting 31st March 2025

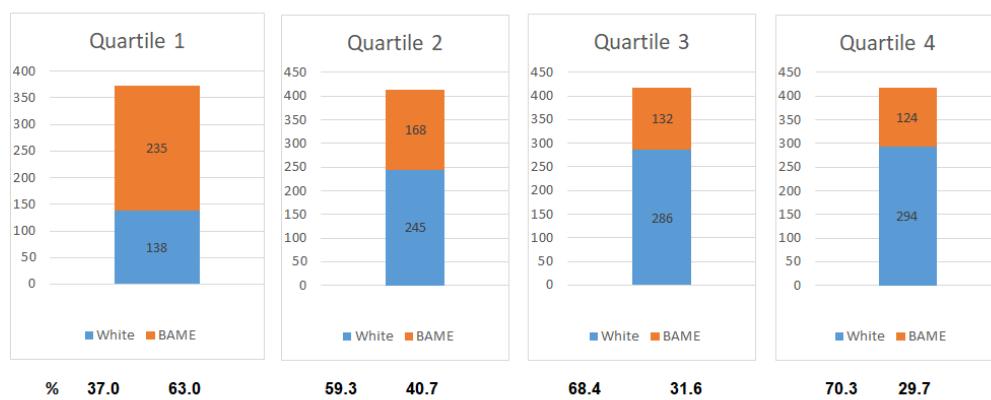
The Mean and Median Ethnicity pay gap - based on an hourly rate of ordinary pay



The Mean and Median bonus Ethnicity pay gap and the proportion of BAME and White receiving a bonus payment



The proportion of BAME and White in each hourly rate quartile pay band

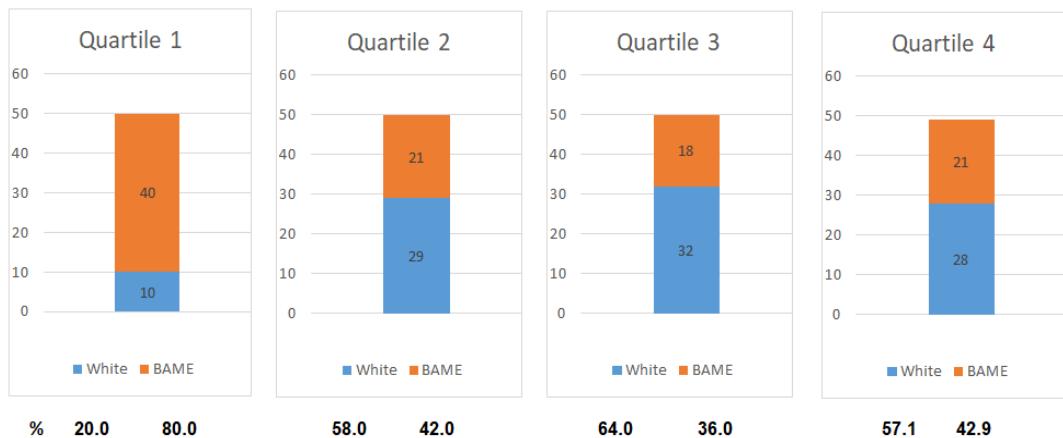


## MUSL Staff Ethnicity Pay Gap Reporting 31st March 2025

The Mean and Median Ethnicity pay gap - based on an hourly rate of ordinary pay



The proportion of BAME and White in each hourly rate quartile pay band



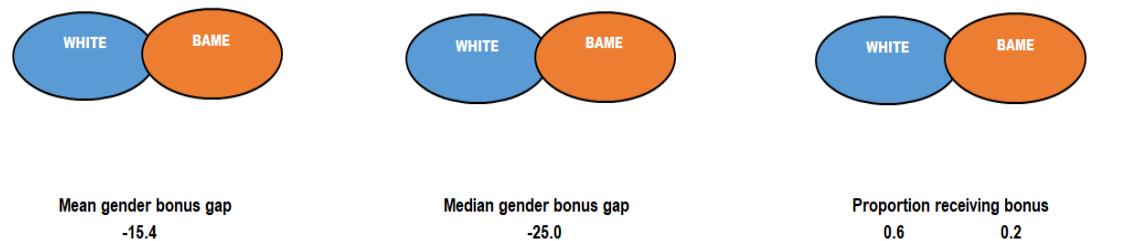
## Middlesex University and MU Services Ltd All Staff Ethnicity Pay Gap Reporting 31st March 2025

Includes Core Staff & Hourly Paid Staff (excludes students)

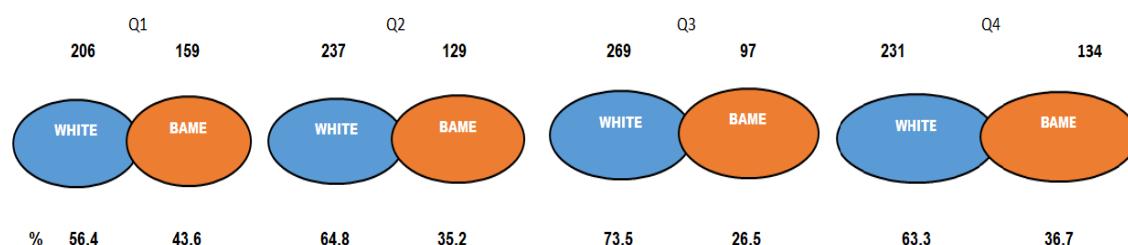
The Mean and Median ethnicity pay gap - based on an hourly rate of ordinary pay



The Mean and Median bonus ethnicity pay gap and the proportion of White and BAME staff receiving a bonus payment



The proportion of White and BAME staff in each hourly rate quartile pay band



### 31. Ethnicity 5 way split

#### Middlesex University and MU Services Ltd. Core Staff 5 way split Ethnicity Pay Gap Reporting 31<sup>st</sup> March 2025

Ethnic Group	Mean (pay gap)	Median (pay gap)	Bonus (Mean)	Bonus (Median)
Black	21.4%	26.8%	N/A	N/A
Asian	17.4%	24.6%	N/A	N/A
Mixed	13.4%	14.9%	-15.4%	-25.0%
Other	11.6%	8.4%	N/A	N/A
Unknown	41.1%	43.7%	N/A	N/A
All Minority Ethnic Groups	17.3%	23.2%	-15.4%	-25.0%

#### Middlesex University Core Staff exc. MUSL 5 way split Ethnicity Pay Gap Reporting 31<sup>st</sup> March 2025

Ethnic Group	Mean (pay gap)	Median (pay gap)	Bonus (Mean)	Bonus (Median)
Black	21.7%	25.5%	N/A	N/A
Asian	17.8%	23.5%	N/A	N/A
Mixed	11.2%	11.4%	-17.6%	-25.0%
Other	10.1%	7.8%	N/A	N/A
Unknown	41.1%	43.7%	N/A	N/A
All Minority Ethnic Groups	17.4%	18.3%	-17.6%	-25.0%

#### MUSL Core Staff 5 way split Ethnicity Pay Gap Reporting 31<sup>st</sup> March 2025

Ethnic Group	Mean (pay gap)	Median (pay gap)	Bonus (Mean)	Bonus (Median)
Black	17.1%	13.5%	N/A	N/A
Asian	11.5%	9.5%	N/A	N/A
Mixed	23.1%	13.4%	N/A	N/A
Other	23.8%	11.2%	N/A	N/A
All Minority Ethnic Groups	15.6%	10.4%	N/A	N/A

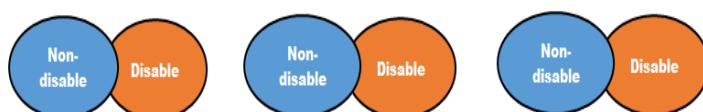
## 32. Disability Pay Gap

### Middlesex University and MU Services Ltd Core Staff Disability Pay Gap Reporting 31st March 2025

Excludes Hourly Paid & Students

The Mean and Median disability pay gap - based on an hourly rate of ordinary pay

£28.30      £29.10      £26.69      £26.69      1,228      95



Mean disability pay gap -2.8 %	Median disability pay gap 0.0 %	Total Employees 1323
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The Mean and Median bonus disability pay gap and the proportion of able and disabled staff receiving a bonus payment



Mean disability bonus gap N/A	Median disability bonus gap N/A	Proportion receiving bonus 0.6 %      0.0 %
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The proportion of able bodied and disabled staff in each hourly rate quartile pay band %

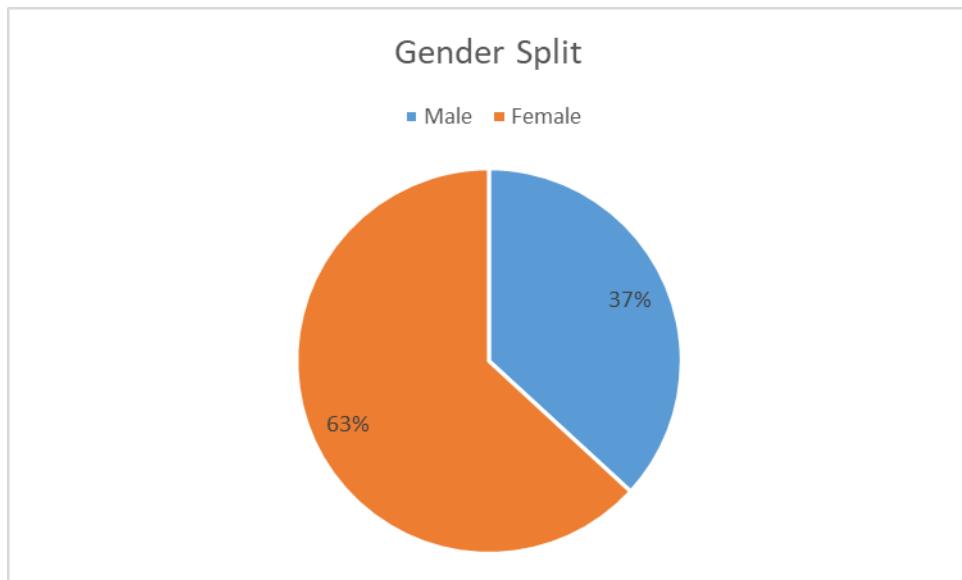
Q1	308	23	Q2	307	24	Q3	317	14	Q4	296	34
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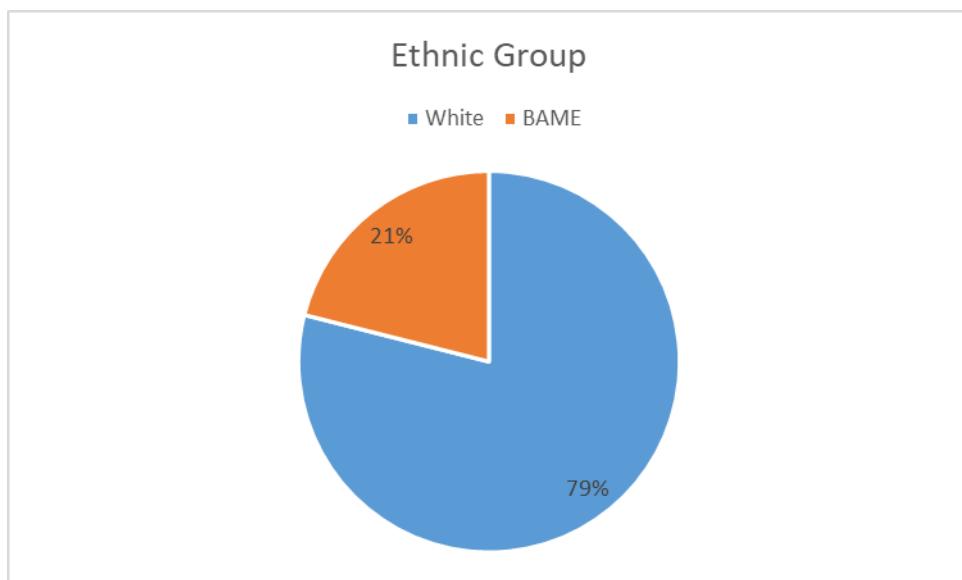
%	93.1	6.9	92.7	7.3	95.8	4.2	89.7	10.3
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### 33. Casework Monitoring

#### Gender



#### Ethnicity



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**Contributions made by: CAPE, EDI Staff Diversity Networks, LSS, Health, Safety and Wellbeing, Organisational and Staff Development.**